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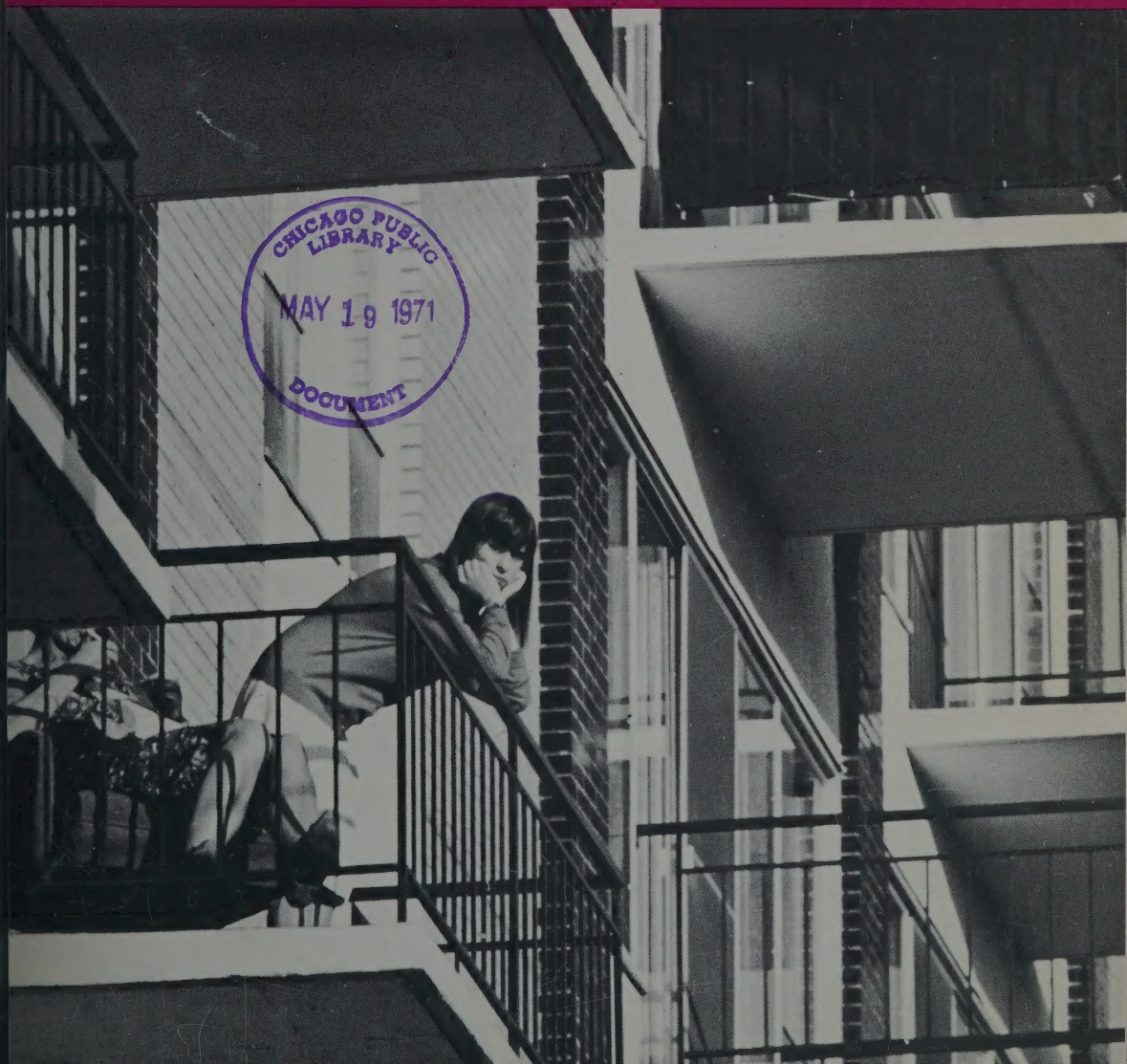
The Labour Gazette



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Laws can give women equal rights on the job, but only a radical change in the attitudes of society can give them equal opportunities in employment and promotion. In practice, their range of occupational choice is much more narrow than that of men, and most occupations are sex-typed with few being considered suitable for women. See "Let Them Think, Let Them Act," a review of the report by the Royal Commission on the Status of Women, p. 164.

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Articles

164 Let Them Think, Let Them Act
172 Labour Organizations in Canada, 1970
175 Sustained Growth and Opportunity
176 Labour Legislation in 1969-70
Part 6 (continued): Emergency Legislation
189 New Cure for an Old Ailment

Departments

158 News Briefs
160 Labour Relations Around the World
161 Book Reviews
162 50 Years Ago
171 Canada's Mr. Older Worker
186 Price Indexes
190 Unemployment Insurance Report
192 Certification
194 Conciliation
196 Decisions of the Umpire
197 Railway Arbitration
199 General Topics:
Employment Review
Unemployment Insurance Fund
U.S. Employment
Wage Schedules
Union Growth in Canada
202 Library List No. 264
205 Statistics Section: Labour Statistics

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News briefs

Leonard Pace

■ **The New Brunswick Federation of Labour presented its annual brief to the provincial Government in December, asking for changes in the Workmen's Compensation Act, a minimum wage of $2 an hour, and extension of medicare to cover drugs, dentists, optometrists and chiropractors.** The Federation reiterated its 1968 plea that the maximum ceiling on workmen's compensation benefits—at present, 75 per cent of $6,000—be removed, and that safety training be expanded.

The brief asked also for: compulsory safety inspections of all motor vehicles registered in the province; greater use of school facilities by community groups; more instruction in the arts and physical education in schools; more education facilities for the physically handicapped and mentally retarded; increased instruction about parliamentary procedure, co-ops, credit unions and trade unions in schools; abolition of the Garnishee Act; reimbursement of lost wages to jury members; encouragement of local businesses to take advantage of regional development incentives; and non-renewal of fishing leases to provide "open waters" for New Brunswick residents. The brief asked also that the government approach the report on Maritime union with the "objective of Maritime union," and that members of juries in industrial fatalities be familiar with work procedure and the workplace.

■ **Leonard Pace, a Halifax lawyer, is the new M of Labour for Nova Scotia.** Mr. Pace, who dou attorney-general, was sworn in on October 2 member of Premier Gerald Regan's cabinet. Th folio was previously held by T.J. McKeough.

■ **Alfred Rive, a former substitute representativ Canadian Government on the Governing Body International Labour Organization, died in No 1970.** Mr. Rive joined the Governing Body in 19 was closely involved in the arrangements for trans the International Labour Office from Geneva, S land, to Montreal in 1940. He continued to attend ings of the Governing Body and the Internatio bour Conference until 1945.

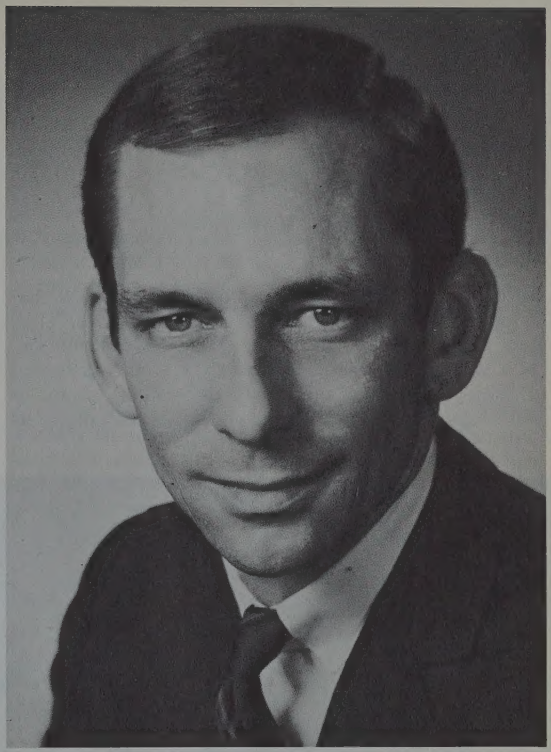
ew geographical districts have been designated e for federal assistance under the Regional Devel- t Incentives Act. The House of Commons passed on December 18 enlarging the Department of nal and Economic Expansion's program of offering ves to offset the disadvantages of industrial dev- ent in designated regions. To come under the plan, provides cash grants for companies building new or modernizing existing ones, are the districts of western Québec, including Montreal and Hull, and uth-eastern Ontario counties of Stormont, Glen- and Prescott.

ill will also make it easier to borrow money for lants and to expand existing plants in designated A special development incentive is available, and overnment will guarantee loans. Explained Jean and, Minister of Regional and Economic Ex- n: "Big companies can usually borrow without trouble, if they need to at all. But for smaller nies it is far more difficult, and especially so in ss prosperous parts of the country. **We will be ed to take some chances in helping the smaller lian enterprises to get ahead in the regions where most need the jobs they will create."**

contract that provides year-round employment has signed between the International Longshoremen's Warehousemen's Union and Westshore Terminals a Kaiser Resources subsidiary that operates the ts Bank Superport near New Westminster, B.C. contract covers the operation of the machinery ed in shipping Canadian coal by Kaiser to Japan. ort will operate 24 hours a day, 365 days a year permanent workforce.

the contract, signed last November, the monthly in 1970 was $948.30, retroactive to February 1. 71, the monthly salary will be $1,036.60 and .20 in 1972. Employees will receive one rate for rk performed. The continuous operation means our shifts of employees will be doing three shifts k on a staggered rotation basis. The regular work- consists of five shifts, with provision for overtime sixth day is needed. Overtime rates of time and alf will be paid for all hours worked in excess ht hours in a workday, or for hours worked in of 40 hours in a payroll week.

ean Cournoyer, appointed to the labour and man- portfolios of the Québec Liberal cabinet two weeks the killing of Labour and Manpower Minister Laporte, is a former conciliator and director of rial relations at Expo 67. He also served as labour ter under the previous administration.



Jean Cournoyer

In naming the 36-year-old member of the opposition party to his Cabinet on October 30, Premier Robert Bourassa said he was by-passing usual partisan considerations to pick a man of unquestioned competence in industrial relations. **As a minister in the Union National administration in 1969, Mr. Cournoyer had been instrumental in settling disputes involving teachers and hospital employees.**

A lawyer, Cournoyer served with the Montreal Construction Association alternately as assistant secretary, legal advisor and public relations officer during the period 1960-64. More recently he carried out assignments as special mediator and arbitrator in Québec company-union disputes. He was a member of the Québec Superior Labour Council from 1963 to 1966.

■ **The case for military unionism has been put forward in an article by K.R. Robinson, Director of Public Relations for the Public Service Alliance of Canada.** The article, "Labour Unions in the Armed Forces" was pub-

lished in the September number of the Civil Service Review.

Traditional antagonism between the military and unions is no longer a worldwide reality, says Mr. Robinson, who would like to see the PSAC organize Canadian servicemen. Military unions are in effect in Germany, Austria, Denmark, Norway and Sweden.

"It has become a reality in North America today that people want more control over their own lives. They want more hand on the throttle," says Mr. Robinson. "Is it not natural to assume that their feeling is shared by those Canadians who are in the military sector of the Public Service?" **He sees collective bargaining as a natural outgrowth of the military's swing from "u sonable discipline" to a more "mature" approach.**

A former RCAF skin diver, Robinson makes the that potential recruits for the 82,000-member Can Armed Forces will demand a way of life different the traditional accent on spit and polish and ba sergeant-majors. "The environment in Canada is ducing high school and university graduates with sense of freedom and an acute awareness of their and privileges. Perhaps they will not be willing t change this new-found freedom for the restrictio a military career unless, through the collective ba ing process, they can have a voice in determining terms and conditions of work and, most important, they will be paid."

Labour relations around the world

■ **The Government of Ireland appears to have given up hope of solving its serious inflation problem by a statutory incomes policy. The experiment lasted only two months.** The Government imposed last October a 6 per cent limit on wage increases until the end of 1971. This was replaced shortly after by a Prices and Incomes Bill, but, in the face of pressure from the Trades Union Congress and employers, this too was scrapped. The Government warned that the bill might be resurrected if the voluntary agreement on wages between employers and trade unions was not respected to the letter. The agreement will limit weekly wage rises to a flat £2 ($5) for men in 1971. For the first six months of 1972, there is to be a 4 per cent increase, plus a cost of living bonus of 3s (40 cents) a week for every percentage point prices rise above 4 per cent. The effect in 1971 should be to push wages up by about 10 per cent. Total earnings, however, will rise by more than this, because of agreements made in the 12th national wage round and various incentive schemes. The total increase is expected to be nearer 12 per cent. A good deal of emphasis is placed in Dublin on the agreement being voluntary.

■ **The Government of Holland decreed late in that wage increases would be strictly limited duri first half of 1971.** A wage freeze was first anno last September as part of an anti-inflationary pa that also included temporary tax raises and a sm in government spending. Repeated attempts to voluntary agreements on wages were for the mos fruitless. Employers in key industries did not b that wage restraint was enforceable without gover intervention while the labour market remained strained. The central trade union organizations ind that they were prepared to accept an improvem real wages below the expected 3½ per cent produ rise, but no generally acceptable formula cou found.

ook reviews

pyment of Women; report of the Manpower and
l Affairs Directorate, Organization for Economic
-operation and Development, Paris; 385 pages; $6.00.

**ook comprises the papers delivered at a two-day
ference at Paris in 1968 on the employment of
n, together with a résumé of the discussions that
ed.** Purpose of the conference which was organized
: OECD, was to give trade union representatives
understanding of the difficulties involved in the
yment of women. It was hoped that the newly
ned union representatives would help facilitate the
ace of women into the labour force.

s, 40 hours—Reporting a Revolution in Work and
re, edited by Riva Poor, with a foreword by Paul
elson, Bursk and Poor Publishing, 66 Martin St.,
ridge Mass., 02138, U.S.A., 175 pages, $6.

**unions are demanding it and some companies have
rted to it—the four-day week.** This report compiles
ndings of 15 journalists, academics and business
ctives who examined the experience of 27 U.S.
anies that have instituted the four-day, 40-hour
k. Some companies, the report says, are very happy
he new workweek, but others have discontinued
se it only for night work or during the summer
s. Here are some comments from companies that
ried the system:

Massachusetts abrasives manufacturer reported:
ts are up 5 per cent. Our business has picked up
ase we give better service now. We're very
ed." A Michigan loudspeaker manufacturer dis-
ued the four-day week because the employees did
ke the extra pressure of turning out the same
nt of work in less time: I "feel that it was a failure
dership on my (the President's) part," he ex-
d.

Oklahoma manufacturer who operates seven days
k in two shifts—four days on and four days off—
a real advantage in operating equipment 140
hours a week. A California retail tire outlet began opening only from Thursday through Sunday when most tires are sold, and sales "increased by leaps and bounds."

Two oil companies that had been on the four-day week for 30 years have found that there is a better utilization of equipment, overtime is cut, and costs are reduced. A Massachusetts manufacturer of paint rollers is very satisfied, saying that labour costs were reduced "from 16 per cent to 14 per cent of sales," and that recruitment was easier, although the longer day is tiring for the workers.

A Georgia retail tire store discontinued its system of working from Wednesday through Saturday. The company had lower labour costs, but sales were not high enough. The company may try the system again, however, coupling it to a bigger promotional budget. A Massachusetts machine shop found that there was no advantage to the company, although the employees enjoy the system. A box manufacturer comments: "Our industry has been depressed for several years; we don't have the profits in this industry to pay high wages for unskilled labour. This was our only alternative in competing for labour."

A spokesman for a New York City bank says: **"In 1½ years on four-day, there is no diminution of benefits. The work gets out faster, the atmosphere is more productive, and the department gets on the computer earlier."** The bank instituted the system only for its fiduciary data control department. A California police Department began the four-day system in May 1969. The results: "Morale is higher, the arrest rate is up, overtime costs are down 40 per cent, and there is no fatigue problem."

The study indicates that the employer receives a wide number of benefits including improvements in output, customer relations, recruiting, absenteeism, turnover, punctuality and general employee relations. But in some firms, managers are working longer hours, and the drawbacks here include: extra time needed to work out shipping and receiving schedules, to educate customers about when the company is open, and to negotiate dispensation from regulations on the number of hours women are allowed to work in a day. And for employees, the biggest benefit is the three-day weekend, but they save on commuting costs and baby-sitting fees.

Besides the in-depth case histories, the study looks at the implications of the four-day week for society as a whole, the problem of leisure time, and the legal problems connected with instituting the four-day week. It even looks ahead to a time when there will be a three-day week.

50 years ago

A British industrial safety conference; a convention of the Provincial Builders' Association of Ontario; rejection by the British Federation of Building Trades of a government plan for employment of ex-servicemen in construction; a labour conference at Washington; a constitutional convention called by People's Light, Gas and Coke Co.; a Québec bill prohibiting strikes by policemen and firemen; formation of the Timber Industries Council of B.C.; the right of an injured workman to sue a fellow employee for negligence after receiving compensation; compensation allowed a workman, even if the accident resulted from his own negligence but not to wilful misconduct; a British Ministry of Labour recommendation that working hours be cut rather than that some employees be dismissed because of a shortage of work—these were some of the topics discussed 50 years ago in the March 1921 issue of The Labour Gazette.

■ **An industrial safety conference, the first of its kind in Britain, was held at London in September 1920.** The Deputy Chief Inspector of Factories stated that, in 1919, Inspectors of the Factory Department were notified of 1,384 fatalities, 40,056 accidents caused by machinery, and 84,582 caused by other reasons. He said that two thirds of the accidents reported were not due to machinery, and that, of the remainder, not more than one third could have been prevented by better safeguards. The majority of accidents were caused by acts and defaults of the individual and could be eliminated only if the individual could be taught to take proper precautions against accidents.

Examples were quoted from the records of the National Safety Council of the United States, which showed that, in a steel plant employing 2,500 men, the number of men injured declined from 769 in 1916 to 351 in 1917 and 124 in 1918. During the first five years of accident prevention work in plants of the International Harvester Company, deaths from accidents were reduced by 60 per cent, and the United States Steel Corporation stated that during the 12 years ending in 1918, almost 24,200 of its employees were saved from being either killed or seriously injured. **It was claimed in the U.S. that, given a proper safety organization, 75 per cent of all accidental deaths and serious injuries could be eliminated in industry.**

■ **A convention of the Provincial Builders' and S Association of Ontario was held at Stratford, O February 1921.** Resolutions were passed: pro against the proposed eight-hour day; opposing an ther legislation aimed at increasing workmen's co sation above the 66⅔ per cent rate; and requestin the compensation board take another vote with to the formation of an accident prevention assoc The delegates pledged support and sympathy a the proposal of optional employment, and urge future agreements contain a clause whereby the that was a party to the agreement would agree call sympathetic strikes.

■ **The British National Federation of Building Operatives rejected in February 1921 a Gover scheme for employment of ex-servicemen.** The G ment's plan involved the admission into the bu industry of 50,000 ex-servicemen. The ground of sition to this plan, as reported in the **British L Gazette**, was that there was ample building trade to meet all requirements. With regard to brick it was claimed that, of the 25,000 who left the in during the war, large numbers were returning month, and that, during the previous few months 2,000 apprentices had entered the trade. Buildin repair work on factories that had suffered duri war had now been practically completed, and a volume of labour was said to be available for h schemes.

■ **Representatives of nearly all national and in tional unions affiliated with the American Federa Labour met at a conference held at Washington on February 23.** The meeting was called by the F tion's President, Samuel Gompers, to consider a attacks on the trade union movement, and to the Federation's attitude toward: attempts to es an anti-union shop; wage reductions; anti-strike compulsory arbitration; labour injunctions; and matters affecting labour.

The conference declared that employers and be in European fanaticism were working for the desti of the trade union movement, though inspir different motives and using each other as tools struggle to overwhelm democracy. Profiteering a over-capitalization of industrial and commercial p that compelled the public to pay interest on it prices were also denounced. **The principle of col bargaining was emphasized as one of the great stab influences in the relations between employer workers.**

constitutional convention of 55 delegates elected employees, and 55 delegates elected by officials People's Light, Gas and Coke Company of Chi- vas held in January 1921 to draft a constitution e workers an equal voice in settling questions of hours, and conditions of employment.

bill to establish a board of arbitration to prevent among policemen, firemen and other public em- s whose duty it is to protect lives and property troduced in the Québec legislature.

ne Timber Industries Council of British Columbia ormed to promote co-operation and stability in rest industries and to help development of the ce's timber resources. The Council was to provide l facilities for the association of forest industries nbermen, and to collect and circulate information to timber owners, lumbermen and loggers.

carpenter working on a building was struck and injured by a tool thrown down from an upper part structure by a fellow employee. He filed a claim he Workmen's Compensation Board of Ontario eceived full compensation. He then brought action e grounds of negligence against the workman who nrown down the tool. The defendant denied negli- and stated that, following the usual practice in uilding, he had thrown down the tool after calling warning. He made a further plea that Sec. 9 of Vorkmen's Compensation Act barred an injured n from setting up any further claim if he had d to claim compensation from the Board or from nployer.

Court held that it was indeed negligence to throw vy tool from a height of 40 feet when there was ghtest risk of hitting someone. Concerning the plea ne plaintiff was barred from setting up any further after receiving compensation from the Board, the stated that the Board was entitled to the benefit of any judgment in the plaintiff's favour, and that any money payable thereunder should be payable to the Board. Damages of $1,000 and costs were awarded the plaintiff, along with a declaration that the judgment in his favour would go to the Workmen's Compensation Board, the money payable to be used first in recouping the sums already paid for compensation and medical services, and the remainder to be applied as the Act directed.

■ **While coupling cars, a switchman found that the drawbar was not operating properly; he stepped between the cars and tried to adjust the parts with his foot, contrary to the rules of the company employing him.** He slipped and his foot was crushed, the injury resulting in a permanent disablement. He applied for compensation under the Workmen's Compensation Act of Alberta, but his application was rejected on the grounds that, in using his foot in this way, he was contravening the rules of his employer.

He appealed against dismissal of his application, and his case was heard by the Appellate Division of the Supreme Court of Alberta. **The Court held that, even if the accident were due to the plaintiff's own negligence and disobedience, this would not remove his rights to compensation unless, in the opinion of the Court, such negligence or disobedience had reached such a degree as to come within the category of "serious and wilful misconduct."** The appeal was therefore allowed, with cost, and the case was referred to the arbitrator for the fixing of compensation.

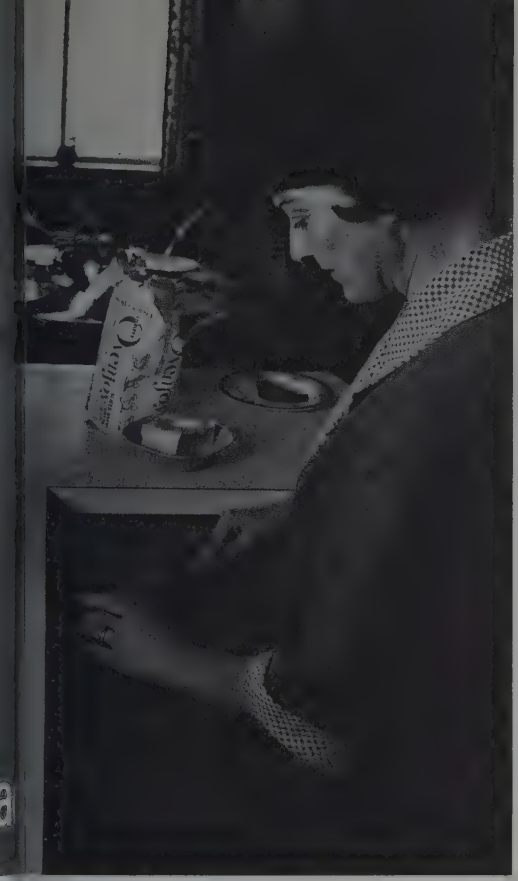
■ The British Ministry of Labour issued a circular to Joint Industrial Councils, Interim Industrial Reconstruction Committees, and Trade Boards, calling attention to the advantages of short-time working, in preference to dismissal of a portion of staff as a means of spreading the amount of employment available when it is impossible to provide full-time employment for everyone.

Let them think, let them a

The Royal Commission on the Status of Women was set up in February 1967. Of the seven appointed commissioners, five were women—namely: Mrs. John Bird, Ottawa; Miss Elsie Gregory MacGill, Toronto; Mrs. Ottomar Lange, Claresholm, Alta.; Miss Jeanne Lapointe, Québec City; and Mrs. Robert Ogilvie, Fredericton. The two original male commissioners were Donald Gordon, Jr., Waterloo, Ont., and Jacques Henripin, Montreal; but when Mr. Gordon resigned in November 1967, his place was taken by John P. Humphrey of Montreal. **Mrs. Bird, whose professional name is Anne Francis, a well-known public affairs commentator, acted as chairman of the Commission.**

Briefly, the commission was asked to inquire into the political and legal rights of women, their present and potential role in the Canadian labour force, and the measures that might be taken within areas under federal jurisdiction to utilize to the fullest capacity the skills and education of married women who wished to re-enter the workforce. The commissioners were asked also to look into the laws, practices and policies concern employment and promotion of women in the Service and crown corporations, and to exami federal labour laws applying to women. The p of women with regard to marriage and divorce, taxation, criminal law, and immigration and citi laws was to be scrutinized as well. The commis soon discovered that several of the specific items c in the nine areas of study could easily have be subject for a separate Royal Commission.

In response to a brochure, "What Do You H Say About the Status of Women?" distributed the country in supermarkets, libraries and vari sociations, the Commission received 468 briefs an 1,000 letters of opinion. Many of the submissio been carefully researched and proved invaluab



commissioners began a series of public hearings ril 1968 in 14 cities in the 10 provinces. The nan and one other commissioner conducted hear- lso in Whitehorse and Yellowknife, and partici- in group discussions and interviews in four settle- in the Keewatin District and Churchill, Man. es 37 days of public hearings, the Commission ed for 178 days while listening to 890 witnesses.

inception, the Commission set up a program of ch to provide background information; and the mission's secretariat reviewed existing material and ed new research whenever necessary. About 40

special studies were commissioned, some of which are to be published separately. The report ultimately published by the seven members was titled, The Status of Women in Canada.

What were the women of Canada actually saying at the public hearings and through their briefs? They spoke of their hopes, aspirations and frustrations. They asked for real equality of opportunity. And they emphasized again and again that their sense of personal dignity was not being respected by the present political, economic and social structures of Canada.

They protested the stereotypes imposed upon them through the mass media and society in general. "Women are not a homogeneous group," one brief stated, "and their needs are variable in relation to their social and economic status, their role and contribution in employment, and their role and responsibility related to the needs of children." Said another: "Manpower counsellors, most of whom are men, think that all women have the homemaking instinct. This is no more realistic than assuming that all men are mechanically minded . . .

"The democratization of education has greatly affected the aspirations and expectations of Canadian women," the report stated. "Little by little, the doors of nearly all educational institutions have been opened to them over the last hundred years. In 1967, female graduates made up about a third of the 27,533 Canadian graduates in arts, pure science and commerce, and more than half of the 7,590 graduates in education, library science and social work. **And yet many fields of learning still remain substantially male preserves, with only token female representation—fewer than five per cent of the 1,796 graduates in law and theology, fewer than 12 per cent of the graduating medical doctors, and about six per cent of the graduating dentists in 1967 were women.** Moreover, institutions of higher learning have yet to adapt their general plans and structures to the needs of married women."

The increased participation of women, especially married women, in the labour force has brought about great changes. Women workers in 1968 accounted for 34.4 per cent of the Canadian working population. And more than half of these were married. "On the basis of ancient concepts, it has been all too easy to divide assumed male and female functions and psychological traits into separate, opposing categories. These categories or stereotypes have by no means disappeared from popular belief and thinking about the nature of women and men. Women are expected to be emotional, dependent and gentle, and men are thought ... to be rational, independent and aggressive. These ar qualities assumed to be suitable for women in the world of the home, husband and children, and fo in the outside world of business, the professio politics. The stereotypes and the models of beh derived from this assumption do not necessarily spond to the real personalities of a great num men and women."

Many women, according to the report, are condi to be acquiescent and passive and to reflect trad views on their status and role. Surveys have re that these attitudes are held even among highly ed women, including college and university students.

ffect of imposed stereotypes has been clearly dem-ted by experiments in the United States. In one "Are Women Prejudiced Against Women?" a er of university women were selected to read six es. "Some concerned 'masculine' subjects such as lanning; others treated neutral subjects such as istory of art; and still others were about such ine' interests as dietetics. In some booklets, three s were signed with male and three with female s. In others, the male and female 'authorship' was ed. The women were asked to read and appraise rticle without having their attention called to the rs' names. **In all cases, articles under male signa- received higher ratings. It was concluded in the that the respondents' choices had been influenced ief in the intellectual superiority of men."**

women, the report said, are afraid of not conform- the subordinate role assigned to them by tradition. can be so strong that it may make them belittle elves. They have low expectations for their own vement, and very often accept work that makes far han full use of their capabilities. In the words of rief received by the Commission: "Too many of willing to accept a lower position and stay there, ven expecting or demanding to be promoted to ner position, given that our training and experience bility warrant it."

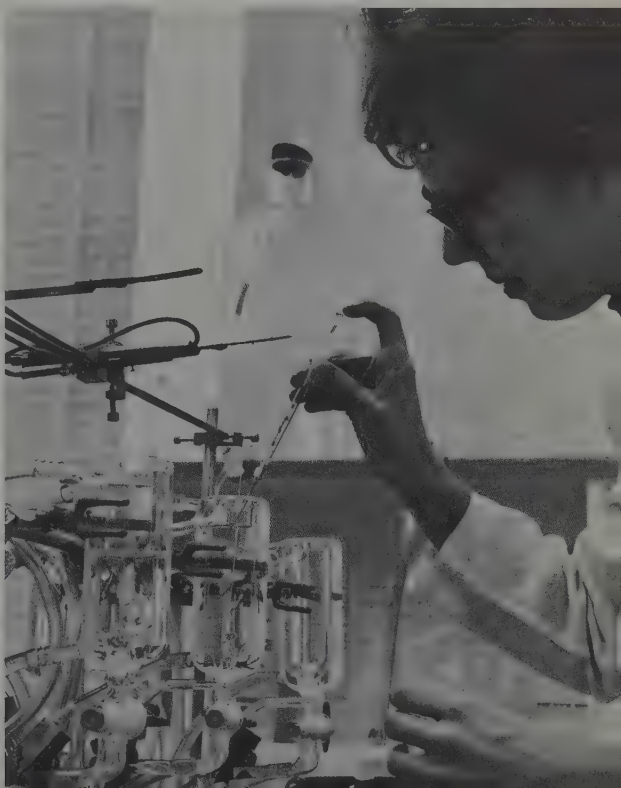
ugh working conditions have improved enormous-ciety still sees working women as a group whose re must be protected by law. For example, the al Government has no legislation protecting en only," but other jurisdictions have such laws. laws limit the weight that women can be required it or carry; others specify safety precautions and cutions against fatigue.

are opposed to discrimination in protective mea-" the report stated. "If there are hazards in em-ent, these measures should protect all employees ed to them. Protective legislation for women has ffect of restricting their job opportunities. If a an cannot legally work the same maximum hours nan, she may find it harder to get a job. She may find that she cannot obtain work on night shifts ase of the precautions the law requires for her ."

Laws can give women equal rights on the job, but only a radical change in the attitudes of society can give them equal opportunities in employment and promotion. In practice, their range of occupational choice is much more narrow than that of men. By long custom, most occupations are sex-typed, and relatively few are considered suitable for women. **Girls are still conditioned and counselled to prepare themselves for traditionally female jobs.** They are also encouraged to think that the prospect of marriage makes it unnecessary for them to educate themselves for a working career.

Married women encounter additional obstacles to entering employment. Some employers are unwilling to hire them because they think that they will not work for long. Others disapprove of women combining jobs and family responsibilities. These responsibilities, in fact, prevent many women from joining the workforce. Without child-care facilities or staggered work hours, the Commission pointed out, mothers of small children cannot meet a conventional working schedule.

Inequality of opportunity does not disappear when women enter the labour force. Women's advancement is usually limited to intermediate levels. In 16 of 36 organizations surveyed, no women earned more than $12,000. **In the federal Public Service in 1968, the report added, the chances of a man earning $14,000 and over**



were 18 times as great as a woman's. In the federal Crown Corporations surveyed, a man's chances were even better.

"The traditionally female occupations seldom lead to the upper echelons of management," the report continued. "Nor do they often provide the kind of challenge that can earmark an employee as a prospective occupant of the executive suite. This is, of course, part of the broader problem of dead-end jobs, and we believe that tailoring jobs to match employees' potential would help both men and women. But we also urge employers to develop programs to move promising women out of these occupations and into the mainstream."

The commissioners found that women in paid work were handicapped by discrimination in policy and practice. Briefs, individual submissions and special studies documented specific injustices within the work world, and suggested how social pressures and attitudes, less easily defined but no less strong, prevent women from competing equally with men.

They learned that: pay rates for women and men are often different; pay is generally lower for traditionally female professions than for other professions; equal-pay laws are inadequate; pension and group life insurance plans often provide less protection for the husband of a female worker than for the wife of a male worker; paid maternity leave is rare; women have less opportunity to enter and to advance in many occupations and professions; compared to men, few women reach senior levels; and women's skills and abilities are not being fully used.

Women in the world of work face many frustrations. Few have a chance to develop their potential. "Some accept this, more or less philosophically, and set their sights lower," the report noted. "Others are discouraged when they find men with less ability promoted over them or offered jobs from which they are implicitly barred. **Women with leadership talents are especially penalized by management's traditional attitude that women should be confined to support roles.** For a genuinely capable woman, influence behind the scenes is no substitute for real authority.

"Inequality of opportunity for women often undern their self-confidence. Reason tells them they hav tential; practice implies they have not. To seek pr tion directly only emphasizes the paradox. **Sex crimination is seldom overt, and so a woman is certain whether she has failed because she is a w or because she has over-estimated her own capa** Women who lack self-confidence may develop a fe of inferiority that destroys the potential they once

Women should assume some of the responsibilit improving their position in paid employment, the mission urged. More women need to take traini a greater variety of occupational skills, and to be cated for many more of the professions. "We f believe that women must break their occupat bonds. **They must develop enough self-confidence to their career sights, refuse to work for less pay than and stand up for their rights in the face of discrimin** This will take courage. In employment, the da pioneering are not yet over for women. Chang come about only when women occupy decision-m positions in numbers large enough to form a p that employers will accept without question, an other women will readily follow."

The words of Margaret Fuller echo down throug years. In an article, "Women in the Nineteenth C ry," published in 1845, Miss Fuller said: "Wome the best helpers of one another. Let them thin them act; till they know what they need. We on of men to remove arbitrary barriers. Some woul to do more. But I believe it needs that Woman herself in her native dignity to teach them how her; their minds are so encumbered by tradition."

The commission made 167 recommendations co a wide range of subjects. The more important of recommended that:

Amendments and ratifications

A federal-provincial conference on labour legis affecting women be convened to prepare for ratifi of the ILO Convention 100 concerning Equal R eration for Men and Women Workers for Work of Value; the federal Female Employees Equal Pa be amended to apply to all employees of the G ment of Canada; the federal Female Employees Pay Act, the federal Fair Wages and Hours of

ations, and equal pay legislation of provinces and ories require that the concept of skill, effort and nsibility be used as objective factors in determining is equal work; the minimum wage legislation of e Edward Island, Nova Scotia and Newfoundland mended to require the same minimum wages for n and men; British Columbia adopt a Minimum Act, applicable to both sexes, that will require me minimum wages for women and men and will tin no sex differences in the occupations covered;

mployment and unemployment insurance

be an amendment of the federal Fair Employ- Practices Act and the adoption of provincial and rial maternity legislation to provide for: (a) an yed woman's entitlement to 18 weeks maternity (b) mandatory maternity leave for the six-week id following her confinement, unless she produces dical certificate that working will not injure her h, and (c) prohibition of dismissal of an employee y grounds during the maternity leave to which entitled; the Unemployment Insurance Act be ded so that women contributors will be entitled to ployment benefits for a period of 18 weeks or for eriod to which their contributions entitle them, ever is the lesser, when they stop paid work tem- ily for maternity reasons; the federal Government continue to pay the employer's contribution to the superannuation and Group Surgical-Medical Plans when an employee is on maternity leave; protective labour legislation in the provinces and territories be applicable to both sexes; discrimination be eliminated on the basis of sex in the terms and conditions of employment for air crew; the provinces and territories adopt legislation prohibiting the advertisement of a job opening in a manner that expressly limits it to a particular sex or marital status; sex-typing of occupations be avoided in the text and illustrations of all federal Government publications; university placement officers refuse to make arrangements for firms to interview students if the firms have specified sex preferences;

Equality of opportunity

All provincial and territorial legislation dealing with equality of opportunity in employment specify that discrimination on the basis of sex and marital status be prohibited; the Fair Employment Practices Act be amended to: (a) include "sex" and "marital status" as prohibited grounds for discrimination, and (b) apply to all employees of the Government of Canada; the Fair Wages and Hours of Work Regulations be amended to include "sex" and "marital status" as prohibited grounds for discrimination; the provisions now included in Sec. 22 (2) (b) of the Unemployment Insurance Act, amended to include sex and marital status as prohibited grounds for discrimination, be included in legislation applicable to Canada Manpower Centres; the federal Public Service Commission and federal Government departments take special steps to increase the number of women appointed to occupations and professions not traditionally female; the federal Public Service Commission and federal Government departments have as an objective the elimination of the imbalance in the proportion of women and men in senior positions, and, as much as is feasible, emphasize potential rather than experience as a basis for appointment or promotion;

Training

Programs be introduced to ensure the consideration of secretaries for administrative positions; special efforts be made to attract more women applicants for administrative trainee positions in the federal Public Service; action be taken to increase greatly the enrolment of promising women in federal Public Service management courses; for the next 10 years, the number of women enrolled in each course in the Career Assignment Program of the federal Public Service be no less than 10 per cent of the total number; the federal Public Service Terms and Conditions of Employment Regulations be amended so that part-time employees receive pay in-

creases on the same basis as full-time employees; a women's program secretariat be established in the Privy Council Office for promoting a program for equality of opportunity for women in the federal Government Service and the greater use of their skills and abilities;

Private sector protection

Department stores ensure that women employees are considered for advancement on an equal basis with men; retail stores review their practices to ensure that exploitation of part-time workers does not exist; the Canada Department of Labour conduct a survey of the use of homeworkers, including handicraft workers, their wages and other conditions of employment; household wo be covered by minimum wage laws, workmen's pensation and other labour legislation; a hous workers bureau be established in each provincia territorial government; agencies and co-operativ established to act as the employer of household wo the Canada and Québec Pension Plans be amend that the spouse who remains at home can partic in them; governments encourage Eskimo and I women to take training in adult education for wo northern communities; the Indian Act be amend allow an Indian woman upon marriage to a non-I to retain her Indian status and to transmit that s to her children:

Day care and guaranteed income

The federal Government take steps immediately to into agreement with the provinces to adopt a nat Day-Care Act under which federal funds woul available for the building and operation of da centres; the provinces pay not less than 80 per c the provincial-municipal contribution to day-care tres; each province and territory establish a chil board responsible for the establishment and super of day-care centres; a guaranteed annual income b by the federal Government to the heads of all parent families with dependent children; the Gu teed Income Supplement of the Old Age Se benefits be increased so that the annual income recipients is maintained above the poverty level the Supplement adjusted to the cost of living i the federal Government and the provinces name women judges to all courts within their jurisdiction qualified women from each province be summon the Senate as seats become vacant, and that w continue to be summoned until a more equitable r bership is achieved; the federal Women's Pris Kingston be closed; a federal status-of-women co directly responsible to Parliament, be establish advise on matters pertaining to women and repo nually to Parliament on the progress being ma improving the status of women in Canada; an federal Government, the provinces, the territorie municipalities each establish an implementation mittee, composed of a number of its senior admin tors, to plan for, co-ordinate and expedite the i mentation of the recommendations made by the Commission on the Status of Women to that jurisdi and to report from time to time to its Governme the progress it is making.

nada's Mr. Older Worker

judge a man's worth by the date of his birth" message that H. L. (Len) Douse has been beaming l employers since 1948, when he joined the Canada tment of Labour. Chief of the Section on Older rs, Department of Manpower and Immigration, ouse retired in February. But "retired" in his case a figure of speech, for he will be starting right ead a pre-retirement seminar for the Adult Educa- ivision of the Ottawa Collegiate Institute Board.

has been virtually concerned about the plight older workers since he became an information with the Department of Labour. One of his first ments was to write a series of articles dealing with oblems faced by older workers seeking employ- During this period of his career he also became ary of the Interdepartmental Committee on Older rs—a body established by the Department of La- n 1953 to study and advise on the economic and problems of mature workers. **On the Committee's mendation, a Division on Older Workers was set der the Civilian Rehabilitation Branch of the De- ent—and Douse was appointed its first Chief.**

56, Douse and his Division moved to the then created Department of Manpower and Immigra- t which time the Division was renamed the Section der Workers, and was attached to the Manpower ation Branch. The Section supplies regional offices, da Manpower Centres and the public with infor- n concerning the employment of older workers. Section receives more than 30,000 requests an- .

Over the years, Douse has been a regular contributor to The Labour Gazette. Since 1959, he or a member of his staff has prepared an article each month for the magazine.

Although he has never personally experienced the problems that many older workers face, Douse has always been sympathetic to those who have been discriminated against because of their age. And that sympathy has never been merely passive. **At a time when it was not popular to hire older workers, he visited employers across Canada, encouraging them to do just that by pointing out the advantages of hiring older and more experienced workers.**

H. L. (Len) Douse

Labour organizations in Canada, 1970

There were 2,173,000 union members in Canada at the beginning of 1970—an increase of 4.7 per cent over the 1969 total. Union members thus comprised 33.6 per cent of the non-agricultural paid workers in Canada and 27.2 per cent of the total civilian labour force, reports Labour Organizations in Canada 1970, an annual publication of the Canada Department of Labour.

Figures are compiled from survey returns obtained by the Economics and Research Branch of the Department from national and international union headquarters, central labour congresses and independent local organizations. The data in the handbook includes statistical tables on union membership, a comprehensive directory of labour organizations active in Canada, the names of principle officers and publications, and the distribution of the locals.

Three quarters of Canadian union members were in unions affiliated with the Canadian labour Congress. More than 1,632,000 workers were in such unions, of whom 1,111,000 were in unions affiliated also with the American Federation of labor and the Congress of Industrial Organizations in the United States. Another 9.5 per cent of union members—207,000—were in organizations affiliated with the Confederation of National Trade Unions, and 15.3 per cent were in various unaffiliated and independent national and international labour organizations.

A substantial majority of union members in Canada, 62.5 per cent, belonged to international unions. Another 34.6 per cent were members of national and regional unions that charter locals in Canada only; the remainder, 2.9 per cent, belonged to independent local organizations and local unions chartered directly by the central labour congresses.

Total union membership in 1970 represented
increase of 98,500 over the number for the pre
year. In the past five years, total membership h
creased by more than a third, from the 1,589,000 r
ed in 1965 to the 2,173,000 at present. Not the
among the factors responsible for this increase has
the inclusion of more public service employee
nizations. The propensity of public service empl
in recent years to bargain collectively as a mea
determining wages and working conditions, an
liberalization and extension of legislation perm
them to do so, has contributed significantly to the
growth in the number of organized workers. An
important factor, of course, has been the organ
activities of unions already operating in other sect

Membership of the following organizations, not inc
in the compilation in previous years, are includ
the 1970 total: The Civil Service Association of Or
the Civil Service Association of Alberta, the Mar
Government Employees' Association, the Nova
Civil Service Association, the Northwest Terri
Government Employees' Association, the Can
Postmasters' Association and the Fédération nati
des enseignants québecois (Québec Teachers' Fe
tion).

**In 1970, there were 19 unions reporting 30,000 or
members each. Together they had 1,155,000 me
accounting for 53 per cent of the total for the
compared with 18 unions and 52 per cent in 1969**
United Steelworkers of America (AFL-CIO/CL
mained the largest union in Canada, with a memb
of 150,000. Next in size were two national u
affiliated with the Canadian Labour Congress: th
nadian Union of Public Employees, 136,000 me
and the Public Service Alliance of Canada, 120,0
list of the unions reporting 30,000 or more me
in 1970 follows:

ive ion 970		1970 Member-ship	Relative Position in 1969
	United Steelworkers of America (AFL-CIO/CLC)	150,000	(1)
	Canadian Union of Public Employees (CLC)	136,127	(2)
	Public Service Alliance of Canada (CLC)	119,743	(4)
	International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (CLC)	109,274	(3)
	United Brotherhood of Carpenters and Joiners of America (AFL-CIO/CLC)	72,209	(5)
	International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Ind.)	58,178	(6)
	International Brotherhood of Electrical Workers (AFL-CIO/CLC)	56,918	(7)
	International Association of Machinists and Aerospace Workers (AFL-CIO/CLC)	53,003	(8)
	Fédération Nationale des Services, Inc. (CSN)—Service Employees' Federation (CNTU)	49,362	(10)
	International Woodworkers of America (AFL-CIO/CLC)	48,904	(9)
	International Brotherhood of Pulp, Sulphite, and Paper Mill Workers (AFL-CIO/CLC)	40,984	(12)
	Canadian Food and Allied Workers (AFL - CIO/CLC)	40,000	(11)
13.	Canadian Brotherhood of Railway, Transport and General Workers (CLC)	33,330	(14)
14.	Labourers' International Union of North America (AFL-CIO/CLC)	32,941	(13)
15.	Fédération des Travailleurs de la Métallurgie des Mines, et des Produits Chimiques (CSN)—Canadian Federation of Steel, Mine and Chemical Workers (CNTU)	32,528	(16)
16.	Service Employees International Union (AFL-CIO/CLC)	31,232	*
17.	United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada (AFL-CIO/CLC)	30,737	(17)
18.	Syndicat des Fonctionnaires Provinciaux du Québec (CSN)—Québec Government Employees (CNTU)	30,000	(18)
19.	Civil Service Association of Ontario (Ind.)	30,000	†

*Fewer than 30,000 members in 1969.
†Not included prior to 1970.

The extension of collective bargaining rights to new groups of employees over the past several years is reflected in the increase in the number and size of national and regional unions, mainly because public service unions active in Canada are national or regional in character. Between 1960 and 1965 the percentage of the total represented by members of national and regional unions showed a modest increase, from 28 to 29 per cent of the total. In the following five-year period, 1966 to 1970, the percentage in national and regional unions grew from 30 per cent to 37.5 per cent of the total. It is interesting to note that seven of the 19 unions with 30,000 or more members in 1970 were national or regional organizations.

Direct charters from the Canadian Labour Congress were held by 133 local unions, with a total membership of 15,000. In 1969 the same number of members belonged to 152 such locals. The Confederation of National Trade Unions reported only four non-federated locals, with 289 members, in 1970, a sharp drop from the previous year, when there were 44 such locals with 7,100 members. Most of these 44 locals were absorbed by the newly created Québec Teachers' Federation; others were absorbed by previously existing federations of the CNTU.

Mergers

Three mergers affecting unions operating in Canada have taken place since the publication of the 1969 edition of Labour Organizations in Canada. The Transportation-Communication Employees Union (AFL-CIO/CLC) merged, in February 1969, with the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees (AFL-CIO/CLC) under the name of the latter. The New Brunswick Fish Handlers Union (Ind.) (Union des manutenteurs de poissons du Nouveau Brunswick (Ind.)) joined the Canadian Seafood Workers' Union (AFL-CIO/CLC) in the fall of 1969; and the Canadian Maritime Union (AFL-CIO/CLC) became part of the Canadian Brotherhood of Railway, Transport and General Workers (CLC).

Changes in name and affiliation

A number of changes in union names and affiliation took place during the year. The International Union of District 50, United Mine Workers of America (Ind.) changed its title to International Union of District 50, Allied and Technical Workers of the United States and Canada (Ind.). The Brotherhood of Painters, Decorators and Paperhangers of America (AFL-CIO/CLC), at its 1969 convention, changed its name to Internat Brotherhood of Painters and Allied Trades (CIO/CLC). The British Columbia Government ployees' Association (CLC) changed the word "As tion" in its title to "Union" and is now known a British Columbia Government Employees' Union (C

Another change was in the title of the Canadian T Council (Ind.) to the Canadian Textile and Che Union (Ind.). In December 1969, the Bakery and fectionery Workers' International Union, which w independent union in the United States but affi in Canada with the CLC, merged with the Ame Bakery and Confectionery Workers' International U (AFL-CIO), a union operating only in the United S The name of the former union was retained, an merged organization is affiliated with both the AFL and the CLC.

Two other changes in affiliation took place durir year. The two Canadian districts of the Interna Union, United Mine Workers of America (Ind.) accepted into affiliation with the Canadian L Congress. This union was at one time affiliated the former Canadian Congress of Labour. An change in affiliation involved the International Che Workers' Union, which was expelled from the AFI at its 1969 convention for having joined the Workers and the Teamsters in the Alliance for L Action. In Canada the International Chemical Wo Union retained its affiliation with the CLC.

The Fédération des barbiers et coiffeurs, Inc. reappears in the 1970 edition of the Directory. I last listed in 1966 as an affiliate of the CNTU. The unions, formerly listed as independent local nizations, are now listed in the Directory in the se dealing with international and national unions; are the Native Brotherhood of British Columbia the Canadian Union of General Employees, unaffiliated.

A further analysis of 1970 union membership in Ca by industry and locality, based on data obtained union locals or branches, will be published in Th bour Gazette later this year.

stained growth
d opportunity

th alone may not cure poverty, but poverty will ertainly not be cured without buoyant sustained ," the Canadian Chamber of Commerce stated 970 annual brief to the Government, which was ed by Chamber President A. Gordon Archibald ember. The poverty problem, the brief continued, significantly reduced only by the creation of new d better employment opportunities. "Further, as lt of more employment made possible through owth, the Government would spend far less on loyment insurance and social welfare programs."

hamber reiterated its opposition to the inclusion ness and maternity benefits under the unemploy- nsurance plan "mainly because claimants would available for work, and to all intents and purposes time of their sickness and pregnancy, were out labour market."

hamber noted that its annual meeting again adopt- olicy against strikes in the Public Service. It asked ere be another method available "to ensure that s and conditions of work in the Public Service line with standards generally prevailing in the sector in work requiring similar skill, effort and sibility." The brief asked that the testing period as proposed for legislation regarding the Public e "be terminated in 1970 and that the legislation ned up for review without further delay."

Well-framed labour laws, the brief stated, apart from reducing conflict in federal "works and undertakings and providing a model for deficient provincial legislation, would go a long way toward solving some of the major problems of the nation, such as inflation and unemployment." Collective bargaining as practised at present is not producing results that are in the public interest, the Chamber maintains. "Except for isolated cases, highly excessive union demands and settlements continue to persist, despite high levels of unemployment and major strikes, and despite persuasion and cajoling from elected officials, the Prices and Incomes Commission, and other responsible groups and individuals who have the best interests of all Canadians uppermost in mind. Readily discernible results of these excessive settlements are: inflation, harmed competitive position, projects abandoned because of unrealistic construction costs and so forth ... Perhaps less obvious, but equally serious, is the severe distortion that is being caused to our time-tested scheme of rewards and incentives. This distortion will have profound effects, not yet clearly predictable, on all segments of society."

The Chamber insisted that it does not want to see unions legislated out of existence or even seriously weakened. "But labour laws, which have granted unions excessive monopolistic powers, must be reframed to ensure that this power is used responsibly and in the public interest."

The Chamber asked also that, to ensure productive efficiency, no legislation be enacted that would inhibit the introduction of technological improvement, the implementation of which should take into account the human problems involved. "We believe that the proper vehicle for dealing with the effects of technological change is the collective agreement. **In the case of non-unionized employees, it may well be that legislation could provide that an employer in such circumstances be required to give a reasonable prior notice to any of his employees who will be affected by technological change."**

The brief urged Canadian employers to recognize "the skill, experience, and reliability of older workers, and to give consideration to the suitable employment of this group to the fullest extent practicable." It also urged the federal Government to encourage and support the provinces to develop the co-ordinated rehabilitation programs that are needed to bring "comprehensive rehabilitation to those individuals who can benefit."

Labour legislation in 1969-70

Part 6: Labour relations
(Continued)

Emergency legislation

On three occasions in the past year, the Québec National Assembly passed emergency legislation ordering employees involved in a work stoppage to return to work. In June 1970, similar legislation was enacted in Saskatchewan. The provision of the Alberta Labour Act permitting Government intervention in public interest disputes was amended, enabling the Minister of Labour to establish a public emergency tribunal to deal with such disputes.

On October 7, 1969, policemen and firemen in Montreal went on strike—notwithstanding the provision in the Québec Labour Code forbidding municipal policemen and firemen to strike—because of their dissatisfaction with protracted contract negotiations and with the terms of an arbitration award. The same day, with the unanimous consent of the Assembly, an Act was passed ordering these employees back to work one minute after midnight on October 8. The City was ordered to reinstate the employees, and the employees associations were required to take appropriate steps to induce their members to comply with the back-to-work order.

Severe penalties in the form of fines, with or without a term of imprisonment, were laid down for non-compliance. Individuals were liable to fines of from $25 to $100 a day if they did not return to work. If the associations of employees and their leaders did not take the necessary measures as ordered, or if they incited a continuation of the strike, they were liable to fines of from $5,000 to $50,000 a day. Employees of the City or members of its executive council who contravened the provision requiring reinstatement of the policemen and firemen were liable to the same fines as employees associations and their leaders.

In addition, the Act provided that, if 70 per ce the employees in respect of whom an associatio employees was certified did not return to work a quired, the association would lose its certificatio the request of the Attorney-General to the chief in gation commissioner under the Labour Code. I association were decertified, the collective agree and arbitration award would no longer be in force decertification penalty would apply also to other a ations affiliated with the federation to which the c tified group belonged. A decertified association not obtain certification for 12 months or as long a fines levied were not paid.

Prolonged negotiations at the provincial level by teachers associations, the provincial Governmen associations of school boards resulted in the signi October 21 of a collective agreement governin teachers in the province.

On October 23, emergency legislation was again sented to the Legislature ordering teachers emp by the **Commission scolaire régionale de Chamb** resume their duties. Regional negotiations involvin teachers and school commission of Chambly were, ever, deadlocked as a result of a dispute regardin number and duration of teaching periods in a and the teachers were locked out. Various attem conciliation by interested parties and the Depart of Education failed to resolve the dispute. A pro to the provincial agreement dealing with the Cha problems was drawn up, but the teachers refus accept it. The National Assembly unanimously p a motion urging the teachers to go back to work.

nergency legislation, ordering the teachers to re- their duties under pain of penalties similar to ontained in the Act governing Montreal police- nd firemen, provided that the teachers, their d bargaining agent and the regional school board be governed by the main provincial collective ent and the protocol until July 1, 1971. It further ed that, if less than 70 per cent of the teachers ed with the Act, their association would be decer-

gust 7, 1970, the Québec Legislature was called ssion to adopt an Act to put an end to a work ge in the construction industry which, in the opin- he Government, was adversely affecting the econ- the province.

crees resulting from the first round of bargaining n the Confederation of National Trade Unions e Québec Federation of Labour and five employer tions under the Construction Industry Labour ons Act expired before agreement could be d on the terms of new decrees. In order to contin- ffect the provisions formerly made obligatory by s in regard to wages, working hours, vacations, l holidays and social security, a minimum wage was adopted, effective May 30, to remain in force November 10. The order was later renewed so as ain in force after that date. Subsequently, negoti- broke down and, beginning on July 13, strikes d in various regions and spread throughout the ce. **A major issue in the dispute was the demand struction workers in regions outside Montreal for arity with workers in Montreal.**

The Act ordered resumption of work by August 10, and required negotiations to continue on unsettled issues, with the assistance of a conciliation officer to be appointed by the Minister of Labour and Manpower. Pending the adoption of a decree, employees continued to be governed by the minimum wage order and by provisions already agreed upon by the parties, and they were to receive immediate wage increases (set out in Sessional Paper No. 70), amounting to 75 cents an hour over a period of three years.

On the motion of the Premier, the Assembly endorsed the principle of wage parity throughout the province, and it requested the Minister to place the services of experts at the disposal of the parties to help them find a solution to the problem in the light of the principles agreed upon by them in 1969. The parties were given 30 days in which to reach agreement on unresolved issues, and the conciliation oficer was directed to report to the Minister on each of the 30 days. If agreement had not been reached by September 8, the Parliamentary Committee on Labour and Manpower was to be convened to hear the parties. The Lieutenant-Governor in Council, on the recommendation of the Minister, would then have been required to issue an industry-wide decree, fixing conditions of employment for all employees in the industry for the next three years.

Strikes and lockouts were prohibited until conditions of employment were established by decree or, if no agreement was reached, until 30 days after hearings before the Parliamentary Committee ended. Penalties for non-compliance were similar to those provided in the two earlier emergency Acts. The parties were made

liable to the same penalties as for failure to return to work if a strike or lockout occurred in the period prior to the adoption of a decree.

After the failure of the parties to make substantial progress toward reaching an agreement in the 30-day compulsory conciliation period imposed by the law, the Parliamentary Committee on Labour and Manpower heard the arguments of all parties. Following the Committee hearings, the Lieutenant-Governor in Council was required to make a decision on a number of major issues on which no agreement had been reached, and to prepare and promulgate a decree which would regulate working conditions in the industry until 1973.

In a special two-day session called on June 29, 1970, the Saskatchewan Legislature brought the construction industry within the scope of the Essential Services Emergency Act, enabling the Government to put an end to prolonged strikes of electricians and plumbers. The Speech from the Throne stated that a point in time had been reached whereby the provincial economy would be seriously endangered by a further prolongation of the strike.

The Act, passed in 1966 to end a strike of gas supply workers, and previously applicable to labour disputes involving public utilities (water, heat, electricity or gas) or hospital services, was amended to provide that an emergency may be proclaimed "where the economic welfare of the province or any area of the province could be in serious jeopardy because of a labour dispute in the construction industry."

Its provisions do not come into effect until they are declared by proclamation to apply to a particular dispute. Once a proclamation is issued, declaring that from a specified date the dispute is to be subject to the emergency procedures of the Act, a strike or lockout is prohibited. Failure of a trade union, its officers or employees to do everything reasonably possible to end or prevent a strike may lead to the union's decertification.

Unless the dispute is settled by the date fixed in the proclamation, it is to be referred to a three-member board of arbitration, consisting of an appointee of each party and a judge of the provincial court (chosen by the other two members) as chairman. The board's decision is binding on the parties and is enforceable by filing with the Court of Queen's Bench.

The 1970 amendments apply for a specific period tinuing in force until July 1, 1973. They provid that, where there is more than one dispute in a the industries subject to the Act—that is, public ut hospital services or construction—the differences m referred to a single arbitration board. The emer provisions were proclaimed in respect of the constr disputes on July 10, and the matters at issue we ferred to a single board of arbitration. The Ac invoked to put an end to a strike of non-profes hospital workers in December 1969, and to tern a dispute concerning a nursing home and its emp on September 1, 1970.

In Alberta, the provision of the Alberta Labour Act 99) giving the Lieutenant-Governor in Council aut to intervene in an emergency situation brought by a dispute of utility or hospital workers was am to make it applicable to other public interest dis The Minister stated during the debate on the a ments that Sec. 99, which had been in effect since had never been used.

endments authorized the Lieutenant-Governor cil to proclaim a state of emergency when, in ion, the circumstances are such "that extreme n or human suffering has been caused by any e of services or work over an extended period " When a state of emergency has been pro- a strike or lockout is prohibited. The Minister ed to establish a procedure to assist the parties a settlement, and is empowered to do whatever ary to settle the dispute.

ection was added, spelling out one of the proce- ailable to the Minister in dealing with a public cy dispute. The Minister is now authorized to a public emergency tribunal, to consist of three members. The members would have the powers missioners under the Public Inquiries Act. The would be required to make an immediate in- nd endeavour to bring about agreement. If it ble to settle the dispute within the time fixed Minister, it would have authority to issue a award.

and policemen

erta Legislature passed a special Act respecting ur relations of firefighters and policemen. Since emen and policemen in the province have had e bargaining rights, with binding arbitration as s of settling disputes in place of the right to he provisions dealing with collective bargain- formerly contained in the Police Act (Sec. 24-29) Fire Departments Platoon Act (Part II). **A new erning the Constabulary Force of Newfoundland claimed in effect on August 25, 1970. The Mani- e Departments Arbitration Act was amended.**

ective bargaining and dispute settlement proce- rovided for in Alberta are similar to those laid the earlier legislation. A new feature is the n for the referral of a dispute, on the joint ion of the parties, to a tribunal appointed by Minister, with the powers of a public emergency appointed under the Alberta Labour Act (see

en and firemen are expressly forbidden to strike. t reasserts the right of firemen, other than the nd deputy chief, to belong to a trade union. en, the members of their bargaining committee ir counsel during collective bargaining may not o a trade union or to any organization affiliated, or indirectly, with a trade union. Policemen, an the chief constable and deputy chief consta- ble, may, however, belong to and bargain through a police association. Policemen who hold the rank of inspector or higher bargain separately through their representatives. In each case the bargaining agent must represent a majority of the persons in the bargaining unit.

The members of a bargaining committee must be members of the bargaining unit. The committee may include, for firefighters, one member of an affiliated local or the chartering organization, and, for policemen, a member of another police association. In addition, both the municipality or its bargaining committee and the bargaining committees of policemen and firemen may include one person as legal or other counsel.

Where no collective agreement is in force, notice to bargain may be given at any time; where there is an agreement, notice may be given during the last three months of its term. Notice must be served at least 14 days before the time fixed for the first meeting.

If an agreement cannot be reached in the negotiations, either party may request the Minister to appoint a conciliation commissioner. The request must be made (a) not later than 90 days from the date of termination of the existing agreement, or (b) if there is no agreement, after the expiration of 90 days from the date of notice to bargain. The Minister must decide within three days whether to appoint a conciliation commissioner.

The conciliation commissioner is to make an immediate inquiry and attempt to mediate between the parties to the dispute. He is to hear any representations that may be made to him, and he may make recommendations to the parties on the matters in dispute. He must report within 14 days, or such longer period as may be agreed on, setting out the matters settled and those on which no agreement was reached.

If no application is made for a conciliation commissioner, or if the commissioner is unable to effect a settlement, either party may, by written notice to the other, require that all matters in dispute be referred to a five-member arbitration board (three members, if the parties agree) for a binding decision. The arbitration board is to make a full inquiry and endeavour to bring about agreement. It must report within 14 days, unless this period is extended with the consent of both parties or at the direction of the Minister. The award is to go into effect on the day following the termination of the collective agreement or, where no agreement is in force, on a date fixed by the board.

Alternatively, the parties may apply jointly to have the dispute referred to a public emergency tribunal. The tribunal would have authority to make a full inquiry and to make a binding award. The parties must forthwith give effect to the arbitration award and include its terms in a collective agreement. The expenses of boards of arbitration and conciliation commissioners are to be paid out of the General Revenue Fund. Previously, each party paid its own arbitration costs and shared equally the costs of the chairman.

The Act requires that every collective agreement contain provisions similar to those in the Alberta Labour Act for final settlement of disputes arising during its term; any agreement that does not include such provisions is deemed to contain the arbitration provisions set out in the Act. There was no provision for the arbitration of grievances in the earlier legislation.

Any question as to the interpretation, application or alleged violation of an agreement with respect to the personal discipline of a policeman may be referred by either party by notice of motion to a judge of the Supreme Court for a binding decision.

As regards firemen, the whole Fire Departments Platoon Act and the Fire Departments Hours of Labour Act were repealed. All parts of the Alberta Labour Act except Part V (Labour Relations) apply to firemen; hence, their working hours are governed by that Act.

Among other matters, the Newfoundland Constabulary Act, 1970, confers collective bargaining rights on members of the Newfoundland Constabulary Force, forbids strikes and provides for the arbitration of disputes. Remuneration, working conditions and grievance procedures are to be subject to negotiation. The police, the assistant chief and the deputy assista are excluded from collective bargaining.

A member of the Force is prohibited from member of a trade union or any organization a directly or indirectly, with a trade union. Po may, however, belong to an association whose m ship is limited to the Constabulary Force an has among its objects the improvement of co of service or remuneration of its members. The ant-Governor in Council is given authority to d an association as an "association" for collective ing purposes.

The Government Negotiator for purposes of c bargaining is to be the Minister of Justice (wh sponsible for the administration of the Act) or person authorized to act on behalf of the pro the Lieutenant-Governor in Council. He may be panied by officers of the Department of Justi any other department as he deems advisable.

The members of the bargaining committee for t cemen must be members of the Constabulary F if the policemen bargain through an associati must be association members. The committee accompanied by two members of the associati are members of the Force and who act in an capacity only. It may, in addition, be accompa one legal counsel and one other adviser.

On the written request to the Lieutenant-Gov Council of a majority of the members of the F where a majority belong to an association, on the of the association, the Government Negotiato quired to bargain with the bargaining comm

plicemen. Bargaining is to commence within 60 fter receipt of the request by the Lieutenant-Go- in Council. If an agreement or arbitration award rce, notice may be given in the last three months erm. The parties may, however, agree to bargain

er bargaining, either party is satisfied that an ment cannot be reached, it may require all matters ute to be referred to a three-member arbitration . The parties are to assume the costs of their ntees and share equally the costs of the chairman. ation proceedings are to commence within 30 days he appointment of the chairman, and the award e made within 60 days, unless the parties extend riod by written agreement.

agreement or decision of an arbitration board ject to the approval of the Lieutenant-Governor uncil and, where required, the enactment of ap- iate legislation. An agreement or award so approv- th such changes as may be made by the Lieuten- overnor in Council, is binding on the parties.

greement or award may not have retroactive effect. st fix the period during which it is to remain in which, notwithstanding any law to the contrary, e longer than a year, and is to continue in force replaced.

Act in Manitoba providing for the arbitration of r disputes affecting firemen and municipal fire tments was amended. The Act forbids firemen to or a municipality to cause a lockout of firemen. Act as enacted was declared to apply only to en represented for bargaining purposes by a ed trade union that had a no-strike clause in its itution. The requirement that the trade union con- on had to contain a strike prohibition was deleted.

e a collective agreement is in force, notice to bar- must be given by October 1 preceding the termina- f the agreement. If there is no agreement, notice e given at any time.

agreement has been reached by December 31, or both of the parties may request that the Minis- Labour appoint an arbitration board. Provision v made for an earlier application where the parties , or where either party maintains that there is no ation of possible agreement. The arbitration award be made within 42 days of the date on which the man is appointed. The parties are now allowed to d this period by agreement.

Public servants

In Newfoundland and the Yukon and Northwest Territories, provision was made for bargaining for civil servants. Alberta and Manitoba amended their civil service bargaining legislation. Québec set up a new government department to deal with civil service matters.

An Act providing for collective bargaining between the Government of the province and civil servants, other government employees and hospital employees was passed by the Newfoundland Legislature. It is to be proclaimed in force. The Public Service (Collective Bargaining) Act, 1970, affirms the right of these employees to organize, bargain collectively and withhold their services where agreement is not reached. The actual bargaining system is to be established by regulations.

The Act authorizes the Government to negotiate on its own behalf and for other named employers. The following are designated as employers for purposes of collective bargaining, along with the provincial Government and its agencies: Crown corporations; all boards, commissions and similar bodies whose wages or salaries are paid entirely or mainly from public funds; the Board of Commissioners of Public Utilities; the Workmen's Compensation Board; and hospitals. A private hospital may be excluded from the Act on written notice to the President of the Treasury Board, and may be included again by similar notice. If a private hospital is excluded, the Lieutenant-Governor in Council is empowered to determine the extent to which, and the terms and conditions upon which, it is entitled to public subsidy.

The Act will not apply to the Constabulary Force of Newfoundland in view of the enactment of the Constabulary Act, 1970. At present, Crown corporations and hospitals are covered by the Labour Relations Act. Hospitals are also governed by the Hospital Employees (Employment) Act, 1966-67, which prohibits strikes by hospital employees, picketing of hospital premises, and lockouts by hospital employers. This Act is to be repealed on proclamation of the Public Service (Collective Bargaining) Act.

The Act states that, subject to the regulations, employees may organize themselves into a bargaining unit or units for their mutual interest and for negotiating salaries and wages, pensions and working conditions. Also subject to the regulations, the bargaining unit has the right to withdraw the services of the employees it represents if a mutually satisfactory agreement is not reached.

The regulations will deal with such other matters as: recognition of bargaining units; government negotiators; manner of negotiation; designation of employees or classes of employees who may not withdraw their services; declaration of a state of emergency in the public service or a part of it and forbidding the withdrawal of services or, where a strike is in effect, ordering the employees or specified employees back to work; and establishment of bodies to deal with grievances, classification of employees and arbitration, and exemptions.

The regulations are to provide for binding arbitration in the settlement of disputes involving designated employees or classes of employees whose services may not be withdrawn, and those who, in a declared state of emergency, are forbidden to withdraw their services or ordered to return to duty. Fines imposed under the regulations may not exceed $25 in the case of an employee and $1,000 in the case of a bargaining unit for each day that an offence continues.

The Québec Legislature created a separate Government department to deal with matters related to the public service. The Civil Service Department Act was passed for purposes of greater co-ordination and centralization of administrative services, and because collective bargaining in the public service necessitated a central agency under a minister. Among other functions, the Civil Service Department will negotiate collective agreements on behalf of the Government with certified employee associations in the civil service and co-ordinate their application.

As a substitute for mediation by a three-member board and final decision by the Lieutenant-Governor in Council on matters on which agreement could not be reached, amendments to the Manitoba Civil Service Act have established binding arbitration as the final step in collective bargaining between the association representing government employees and the Government of the province. Unsettled disputes are to be submitted to a three-member arbitration board. If the two members fail to nominate a chairman within the time fixed, he is to be chosen by the Chief Justice of the province. The board is to render its decision within 14 days, or within a longer period agreed to by the parties or allowed by the Minister. The parties are required to prepare a collective agreement incorporating the award.

The collective bargaining procedures formerly applicable to the Manitoba Telephone System, the Manitoba Power Commission, Manitoba Hydro, and the Liquor Control Commission were extended to cover all Crown corporations. Under these procedures, disputes are to be settled through binding mediation, unless one of the parties refuses to accept the award of the med board. In such cases, the Lieutenant-Governor in cil is required to hold a hearing and to make an confirming or varying the award of the mediation If a declaration of essential work is made by the tenant-Governor in Council, a strike or lockout bidden. If no such declaration is made, a strik occur within 60 days after the results of a Board- vised strike vote are announced.

An Act to amend the Public Service Act of Alberta a change in collective bargaining procedures fo servants by adding a mediation stage similar to t already established in the Crown Agencies Em Relations Act, 1968. Under the Act, notice to ne must be accompanied by proposals regarding the and conditions of employment that the party notice wishes to negotiate. A six-member nego committee, representing both sides, is to make r mendations regarding these proposals.

Hitherto, in cases where the committee was una make recommendations regarding all proposa where either party rejected any of the recommend the Executive Council and the Civil Service Asso of Alberta were required to meet in order to agreement, and the Executive Council made th decision. Provision is now made for an interm step—the referral of all unsettled proposals to an three-member mediation board for non-binding r mendations. If any are rejected, and negotiatio tween the Executive Council and the Associati to bring about an agreement, the Executive Coun hand down a binding decision.

An Ordinance providing for collective bargaining ployees of the public service of the Yukon Territo assented to on April 16, 1970, and went into fo July 22. The Yukon Public Service Staff Relations nance is similar to the federal Public Service Staf tions Act and the New Brunswick Public Service L Relations Act. Managerial and confidential emp are excluded from collective bargaining, and desi employees whose services are essential for the and security of the public and public buildin denied the right to strike.

Like the federal Act, the Ordinance provides certified union may choose between two dispute ment procedures: binding arbitration, or refere a dispute to a conciliation board, with the right to As under the New Brunswick Act, picketing is pro during a strike, and the employer is not permi replace striking employees. The Ordinance provi

establishment of a board (the Yukon Public Service
f Relations Board), and the members of the federal
ulic Service Staff Relations Board have been appoint-
d.s the members of the Yukon board under the Ordi-
ace. The Public Service Alliance of Canada was
ified on September 30, 1970, as bargaining agent
mployees of the Government of the Territory.

**969 amendment to the Public Service Ordinance of
Northwest Territories granted bargaining rights to
ic service employees and provided that collective
aining disputes were to be submitted to arbitration
er the Arbitration Ordinance.** The Ordinance went
force on September 9, 1969. Where a collective
ement fails to provide for the determination of
utes arising during its term, without stoppage of
, such disputes are also to be decided by arbitration.

Commissioner is authorized to enter into a collective
ement with an employees' association (defined as
association of public service employees incorporated
n Ordinance empowering it to bargain collectively").
agreement will bind the Commissioner, the em-
ees' association and the members of such associa-
.

Ordinance provides that no dues paid by employees
n employees' association may be used, directly or
rectly, on behalf of any political party or candidate
political office.

er an Ordinance assented to on October 10, 1969,
in force from January 1, 1970, the Northwest Terri-
s Public Service Association was constituted as an
ciation in which employees within the meaning of
Public Service Ordinance are eligible for member-
. The Association is empowered to enter into collec-
bargaining negotiations with the Government of
Territories.

our injunctions

**ine with recommendations of the Rand Royal Com-
sion, Ontario has prohibited ex parte injunctions in
bur disputes, by an amendment to the Judicature Act.**

interim injunction may still be granted for a maxi-
m period of four days, if two days notice has been
en to the persons concerned. Now, however, the court
st be satisfied that reasonable efforts to obtain police
tection have been unsuccessful. Evidence to support
an application for an injunction must be given by affidavit, and must be confined to statements of fact within the knowledge of the person concerned. This person may be brought to court for cross-examination. The parties to the dispute are no longer required to be in an employer-employee relationship.

In emergency situations (where delay would result in irreparable damage or injury, breach of the peace or interruption of an essential public service), reasonable notice, by telephone or otherwise, may be substituted. Notice may be dispensed with, only where it is shown that it could not be given. Proof that the emergency exists, and that less than two days notice is necessary, or that notice could not be given, must be established by viva voce evidence, which is subject to cross-examination.

Misrepresentation or withholding of evidence by or on behalf of an applicant for an injunction is to constitute contempt of court. The judge's decision in labour injunction proceedings may be appealed to the Supreme Court.

In an amendment to the Queen's Bench Act, the Manitoba Legislature forbade the Court of Queen's Bench to grant injunctions that would require a person to perform services for his employer or restrain freedom of speech. A person is not to be held in contempt of court merely because he refused, neglected or omitted to perform work or personal services for his employer.

"Exercise of the right to freedom of speech" is defined as communication of information on a public thoroughfare by true statements, whether orally, through printed material, or by any other means. The prohibition against the issue of an injunction restraining the exercise of a person's right to freedom of speech does not affect the enforcement of laws or by-laws respecting the use of public throughfares, protection of public property, general conduct of persons in public places, or restrictions against the making of certain types of statements through hate liteature or by defamation.

Collective agreement decrees

An Act to amend the Québec Collective Agreement Decrees Act was passed, enabling the Government to abrogate any regulation made by a parity committee administering a decree under the Act, and providing for the suspension of the powers of a committee in certain circumstances.

The Lieutenant-Governor in Council is authorized, after consultation with the Advisory Council on Labour and Manpower, to make general regulations that would prevail over any inconsistent provisions or regulations of a parity committee. The Act also permits the Minister of Labour and Manpower to suspend the powers of a parity committee and appoint an administrator to act in its stead for such period as he may determine. This action may be taken only after an inquiry under the Public Inquiry Commission Act has been held, and if the Minister considers that there has been misconduct on the part of one or more members, or that the committee has been seriously remiss in the performance of its duties.

Another Act enacted in Québec—cited as an Act respecting supplemental pension plans established by collective agreement decrees— transferred to the Québec Pension Board the administration of pension plans established by decrees under the Collective Agreement Decrees Act and the Construction Industry Labour Relations Act. The parity committee is to collect the contributions of employers and employees subject to a decree, and remit them to the Board; or the Board, if so authorized by the Lieutenant-Governor in Council, may itself collect the contributions.

Moneys collected are to be entrusted to the Québec Deposit and Investment Fund, the provincial agency that invests the funds accumulated under the Québec Pension Plan. The Board must keep the investments of every plan separate from its own investments. **In investing funds derived from construction industry pension plans, the Québec Deposit and Investment Fund is required to give priority to investments that would promote the construction industry.** The Québec Pension Board must report annually to the Minister of Labour and Manpower.

A joint advisory council, consisting of a representative of the Department of Labour and Manpower and six employer and six employee representatives chosen by their respective associations subject to decrees, is to advise the Québec Pension Board and the Deposit and Investment Fund concerning the administration of the pension plans contemplated by the Act.

A person who is dissatisfied with a decision of the Board regarding his eligibility for benefits or the amount of benefits payable to him under a pension plan may request that the Board re-examine the question; and if he is not satisfied with the Board's decision he may, within 90 days, appeal to the Labour Court for a ruling on the matter.

Québec Construction Industry Labour Relation

A general regulation respecting job security in th struction industry (LG, August 1970, p. 579) was on May 2, based on the recommendations of Judge B. Gold, who was named as arbitrator in the constr decrees. The job security system is based on the pri that priority in hiring should be given to perm workers in the industry, as opposed to those wh temporary employment as construction workers, t employed in other occupations.

Thus, workers are classified as permanent (professi reservist (non-professional) and regular (employee have worked for one employer), and priority in em ment is to be given to permanent employees in of the regions governed by a decree. A regular emp may be either a provincial or regional employee status of an employee is determined by the num hours he has been employed in the industry duri previous year or in the past three years, and competence.

Fundamental to the system is the compulsory re tion of all workers and all employers in the ind In preparation for the introduction of the new s the Department requested that construction w throughout the province register with provincial power Centres in the month of February, and a proportion of workers registered. Manpower C which are under the jurisdiction of the Departm Labour and Manpower, operate regionally and lo

The Department issues to each worker a free iden tion card. This card, which must be renewed an on its anniversary date, provides the employment a as well as the eventual employer with complete as to the holder, thus facilitating control and hir manpower. Any time the employee goes to an em ment agency to register as unemployed or to employment, he must take his card.

Employers may hire their regular employees di after notifying the Manpower Centre. Provincial r employees must be employed for province-wide and regional regular employees for work in the r Permanent employees may be hired through Man Centres or union hiring halls. Reservists may be only through Manpower Centres.

ing criteria to be observed, in order of importance, e the employee's field of competence; his status (regu- permanent, reservist); his region; and his unemploy- seniority. An employee may be considered as manent or reservist in only one region, the region is choice.

loyment agencies must observe the following order nployment priority: (1) permanent employees of egion where the work is being done; and (2) perma- employees of other regions who register with the loyment agency and declare themselves available work in one or more regions. If more workers are ired, reservists may be hired, but, as indicated e, only through Manpower Centres.

Manpower Centre is to give reservists temporary king permits valid for the duration of the construc- project. The order of priority in hiring is: (1) reser- s of the region where the work is being carried out; reservists of other regions who have made their lability known to Manpower Centres; and (3) reser- s who have worked the greatest number of hours, regard having been taken of their competence for work. An employer who employs a reservist without valid work permit is subject to penalty. **Once a reser- is hired through proper channels, and holds a work nit, he may not be replaced by a permanent employee. ase of a dismissal at the job site, reservists are to ismissed first, in the reverse order of their hiring.**

supervise the application of the regulation and the ration of "quantitative control" in the industry, a tripartite commission is to be established, consisting ree departmental representatives designated by the ister, six employer representatives and six union resentatives. The commission will be given authority eal with questions involving employee status. It may recommend to the Minister improvements in the security scheme.

effective date of the general regulation, which had n fixed as November 10, 1970, was postponed to uary 1, 1971. At the same time a number of changes e made in the order.

ario Labour-Management Arbitration mmission Act, 1968

Ontario labour-Management Arbitration Commis- , set up early in 1970 with a view to making available increased number of competent arbitrators for the arbitration of grievance disputes, has issued general regulations. The Commission is a seven-number body equally representative of employers and employees, with a County Court Judge as Chairman.

Other functions of the Commission are to make administrative arrangements for the conduct of arbitrations, sponsor training programs for arbitrators, sponsor publication and distribution of information, and sponsor research into arbitration processes and awards.

The regulations provide for the appointment of a Registrar, who is to maintain a register of approved arbitrators and perform other functions on behalf of the Commission.

A person applying for approval as an arbitrator must furnish information, on a prescribed form, concerning: date of birth, education, employment record, other relevant experience, arbitration experience (whether in labor arbitrations or other, nominee for company or union or other and number of times), specialized training or knowledge, preference for arbitration in such specialty, and number of days available in a month. The regulations set out also the procedure to be followed where a request is made to the Commission for a list of arbitrators.

Where only one party applies for a list of arbitrators, it must state whether the other party has concurred in the application, set out the nature of the grievance, and attach a copy of the grievance and collective agreement. If the other party has not concurred in the application, a copy must be mailed to him on the same date.

An arbitrator, appointed by the parties without an application having been made to the Commission, must notify the Commission within 10 days of his appointment.

An arbitrator must, within 10 days of issuing an award, file a copy of it with the Commission. The Registrar must keep a record of each award and, upon payment of the prescribed fee, furnish a copy of an award to any person requesting it.

The regulations fix the fees that the Commission may collect for services it provides to employers and employees. In lieu of the fees prescribed, a party may elect to pay an annual fee, which varies with the number of employees subject to the collective agreement (from $25 where there are less than 100 employees to $200 where there are 2,000 or more employees).

Price indexes

Consumer, November

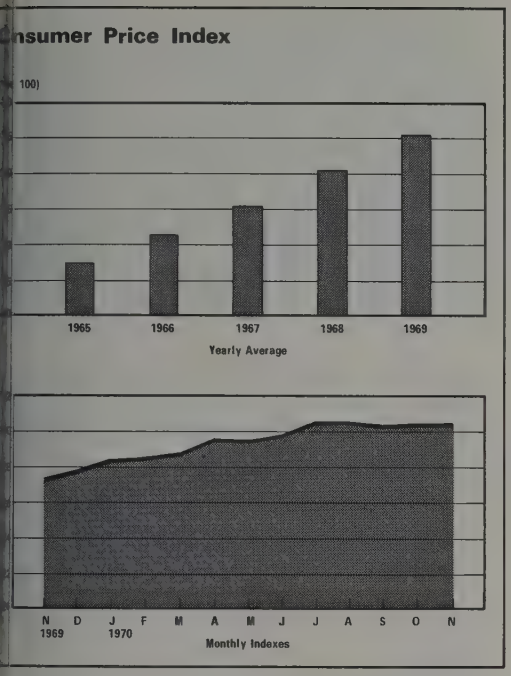
The consumer price index (1961 = 100) was unchanged in November from its October level of 130.3. It was 2.3 per cent above its November 1969 level, reflecting the lowest rate of increase in a 12-month period since the year ending 1965.

The food index declined 0.8 per cent to 127.5 from 128.5, the largest October-November decline in over 10 years. The price level for meat, fish and poultry decreased 1.9 per cent, mainly because of an unusually large one-month decline of 5.1 per cent in pork prices. Beef prices declined 1.2 per cent. Among poultry items, the price of chicken declined 1.5 per cent and turkey prices advanced 1.6 per cent. Egg prices declined 5.2 per cent and were almost 25 per cent lower than a year ago; milk and cheese prices were slightly lower.

Fruit prices declined, on average, 5.0 per cent. Grapefruit decreased 40 per cent and bananas 18 per cent; but oranges increased 5.6 per cent. Vegetable prices advanced 0.3 per cent as increases for celery, tomatoes, cabbage and potatoes outweighed declines for lettuce, carrots, onions and turnips. In bakery and cereal products, the price of bread declined 0.2 per cent. Among other groceries, there was an increase of 11.5 pe in infants' food, attributed to a return to regular from specials in a few large cities. Jelly powde creased by almost 5 per cent because of severe cutting in many locations.

In the latest 12-month period, the total food declined 1.0 per cent as food consumed in the decreased in price by 1.9 per cent and restaurant advanced by 5.1 per cent in the same period.

Because of increases in the shelter and hou operation components, **the housing index advanc per cent** to 133.3 from 132.8. It was 5.0 per cent its level of a year earlier, mainly because of inc of 0.8 per cent for new houses and property taxe of 1.2 per cent for homeowner repairs. Rents adv 0.1 per cent. A rise of 0.3 per cent in the hou operation component reflected price increases fo oil 1.6 per cent, furniture 0.4 per cent, textiles 0 cent, and utensils and equipment 0.4 per cent. The of household supplies bought in supermarkets— gents, bleaches and scouring powders—declined 0 cent on the average.



clothing index increased 0.2 per cent to 128.4 from 3 and was 1.7 per cent higher than in November 6. Increases in the components for men's wear 0.7 r ent, children's wear 1.1 per cent, footwear 0.1 per i and piece goods 0.4 per cent were partly offset 0.5 per cent decrease in the women's wear index. s advanced generally for men's and children's wear n, the largest increases being for men's overcoats, y parkas, girls' winter coats, snowsuits and infants' pers. There were general price decreases for women's a, most pronounced for cloth and fur coats, skirts d wool dresses.

transportation index increased 0.5 per cent to 125.8 125.2, mainly because of the introduction of 1971 mobile prices; and was 3.3 per cent higher than ar ago. Gasoline prices rose 0.4 per cent because creases in some Ontario and Québec cities. Train declined seasonally by 2.6 per cent.

health and personal care index decreased 0.3 per to 140.8 from 141.2 as a result of lower pharmaical and personal care prices—the largest Octoberember decrease since before 1961. Among pharmaicals, there were small increases for prescriptions in Edmonton and in some Ontario cities. The price level for personal care items declined as lower prices for toothpaste and cleansing tissues outweighed higher prices for toothbrushes and face powder.

The recreation and reading index rose 0.5 per cent to 133.7 from 133.1 because of an increase of 0.7 per cent in the recreation component. Sports equipment prices increased 2.9 per cent as a result of higher prices for hockey sticks and ice skates in most cities across Canada. Motion picture admission prices advanced 1.9 per cent, reflecting increases in a number of cities. Among other recreational items, film and processing charges increased, and bicycle prices declined slightly.

The tobacco and alcohol index was unchanged at its October level of 126.4, although there were slight decreases in cigarette and tobacco prices. The index was 0.1 per cent above its level of November 1969.

City consumer, November

The consumer price index (1961 = 100) declined in three regional cities and city-combinations and increased in seven.

Food indexes recorded movements ranging from a decrease of 1.4 per cent in Winnipeg to an increase of 1.3 per cent in Vancouver; mixed movements were registered also in the housing and clothing components. Transportation indexes advanced in all cities because of higher prices for 1971 model automobiles. In the health and personal care group, indexes declined in six cities, rose in one, and remained unchanged in three. Increased prices for sporting goods were chiefly responsible for increases in the recreation and reading indexes in all cities. Tobacco and alcohol components were unchanged.

Regional consumer price index point changes between October and November were: Vancouver +.6 to 123.9; Halifax +.5 to 124.8; Saint John +.5 to 123.9; Montreal +.5 to 124.1; Edmonton-Calgary +.4 to 126.1; Toronto +.2 to 127.3; Ottawa +.1 to 127.6; St. John's −.2 to 121.0; Winnipeg −.2 to 126.9; Saskatoon-Regina −.3 to 121.8.

Wholesale, November

The general wholesale index declined 0.2 per cent in November to 283.8 from the October index of 284.5. It was 0.3 per cent higher than the November 1969 index

of 283.0. Five of the eight major group indexes were lower, two advanced, and the remaining group—non-metallic mineral products—was unchanged at 220.1.

The non-ferrous metals products group index declined 1.5 per cent to 268.0 from 272.0, reflecting sharp price decreases for copper and its products. A decrease of 0.4 per cent to 315.7 from 316.9 in the animal products group index was responsible for lower prices for cured and fresh meats. There were decreases of 0.2 per cent or less in three major group indexes—textile products to 256.5 from 257.0, wood products to 375.2 from 375.5, and iron products to 305.5 from 305.8.

An increase of 0.4 per cent to 229.3 from 228.4 in the chemical products group index reflected higher prices for soaps and detergents. The vegetable products group index advanced slightly to 239.3 from 239.2

U.S. consumer, November

The United States consumer price index (1957-59 = 100) increased 0.3 per cent in November to 137.8, both before and after adjustment for normal seasonal factors. The increase in the overall index was slowed by stable, or even declining, average food prices. The prices of some foods increased; others, such as meat, declined. Gasoline prices declined after a large increase in October. Taken as a group, other prices continued to rise strongly. The index for services, dominated by residential gas, water and sewage rates, advanced 0.6 per cent, and was 8.4 per cent higher than a year earlier. There were continuing increases in the cost of apparel, household durable goods and new cars.

Compared with November 1969 the general category of home ownership increased 10.2 per cent. Public transit rose 15.8 per cent and medical care services advanced 8.1 per cent. The index for food, particularly meat, shows that the group—meats, poultry and fish—was 0.1 per cent below the level of a year ago and 3 per cent lower than three months ago. The index for all food purchased in stores, as distinct from restaurant meals, rose 2.5 per cent over the year, and 1.3 per cent in the last 3 months.

British retail, September

The British index of retail prices (January 16, 1962 = 100) was 141.5 compared with 140.8 at August 18 and 132.2 at September 1969. The rise was due to increases in prices or charges for milk and many other goods and services.

Food: The index for items of food whose prices significant seasonal variations—home-killed lamb, and smoked fish, eggs, fresh vegetables and fruit—was 129.4, and for all other items of food, Increases in the average prices of milk, cakes, tom and runner beans, were partly offset by reductio the average prices of apples, potatoes and onions index for foods, the prices of which show signi seasonal variations, declined 2 per cent to 129.4 pared with 132.0 in August. The index for the group as a whole rose by less than 1 per cent to compared with 139.5 in August.

Housing: The average levels of prices of materials for house repairs and decoration, and rents of dwe let unfurnished, increased. The index for the ho group as a whole rose by less than 0.5 per cent to compared with 159.3 in August.

Fuel and light: Mainly because of rises in the of electricity and coke in some areas, the index f fuel and light group, taken as a whole, increased 0.5 per cent to 143.9 compared with 143.1 in Augu

Clothing and footwear; There were increases i average levels of prices of most items of clothin footwear, and the group index figure rose near per cent to 125.7 compared with 124.6 in August.

Transport and vehicles: An increase in the averag of car insurance premiums was chiefly responsib the rise of less than 0.5 per cent in the index f transport and vehicles group as a whole. The index figure was 135.1 in September compared 134.7 in August.

Miscellaneous goods: There were increases i average level of prices of many articles included component, and the group index rose by 0.5 pe to 145.0 compared with 144.1 in August.

Services: Because of rises in the average level of c for such services as laundering, shoe repairing and dressing, the index for this group as a whole incr 0.5 per cent to 157.6 compared with 157.1 in Augu

During the past 12 months, the cost of living in I rose 7.5 per cent.

ew cure
an old ailment

port commissioned by the Government of Nova a makes suggestions to cure the ailments inherent province's construction industry. Prepared by Dr. . Woods, Dean of Arts and Science at McGill ersity, the report—titled, Report of the Commission quiry into Industrial Relations in the Nova Scotia ruction Industry—proposes an overhaul of the maery of dispute resolution in areas recently torn by r-management conflict.

s introduction, Dr. Woods notes the peculiarities te construction industry that lead to instability: yment is often short-term; unions are treated as r brokers by some companies; and the securiscious union is often the only permanent instituo which the worker can attach himself.

report's recommendations are geared to finding ive machinery to overcome the fundamental instaof the industry. Solutions must be sought through ved attempts at company-union understanding by arties directly involved, changes in the Nova Scotia e Union Act to eliminate some of its inflexible and table aspects, and organizational and procedural ovements of the machinery of dispute resolution h of the areas in which disputes are likely to occur.

provincial Government's basic elements of public y in labour relations are sound, says Woods—how- he adds, "the application of policy has been what confused and confounded because of the re of the law to recognize the need for specialized ties tailored to meet the circumstances of construcabour relations."

ded among the major recommendations are:

r machinery is needed to speed up the procedural ms that have prolonged the time needed by unions hieve certification for bargaining groups.

Inter-union conflicts in the field of jurisdictional disputes would be handled by giving the Labour Relations Board the power to investigate complaints by unions that agreements are being "undermined through subcontracting." Additions to the Trade Union Act would guard against the use of subcontract clauses to nullify negotiating rights already achieved by another union.

The current "disorder" in the field of work assignment jurisdiction should be remedied by the companies and unions themselves, who should get together to create the necessary machinery. As a second line of defence, the Labour Relations Board would be empowered to adjudicate those jurisdictional problems that the parties directly involved were unable to solve.

The Construction Industry Panel would be created as a special division of the Labour Relations Board. The Panel's duties would include determining geographic bargaining unit areas, union certifications and employer accreditations. **Also suggested are formation of a union-management council to make recommendations furthering the general improvement of relations in the industry, and the naming of a trouble-shooter for the industry by the Nova Scotia Government.**

Provincial conciliators would have the right to intervene in a dispute at the request not only of the parties involved, but also at the discretion of the minister of labour.

Regulations curtailing use of the strike and lockout should be relaxed to permit a union to strike or a company to lock out one month after the notice to begin bargaining has been given, one month after the parties involved have jointly requested conciliation service, and after the expiration of an agreement that is being renegotiated by the parties involved.

The clash of interest between unions and the federal Manpower Department over retraining should be dealt with at a conference bringing together employer associations, the unions and the Department. Object of the conference would be to reach a formula for finding jobs for graduates of Manpower training programs.

Dr. Woods continues: **"If such a conference fails to produce a satisfactory agreement, the Nova Scotia Government should seriously consider adopting for the construction industry the proposal of the Task Force on Labour Relations that hiring halls be operated by the Manpower Centre with assistance of advisory boards from the construction unions and construction industry associations."**

Unemployment insurance report

The number of claims filed in Canada during October, 142,000, was 21,000 or 17 per cent greater than the equivalent number of claims filed in September, and 18,000 or 14 per cent greater than the number filed in October 1969. Compared with September 1970, initial and renewal claims increased in all provinces except Nova Scotia, where a 5 per cent decrease in renewal claims took place. Claims filed increased by greater than 20 per cent in Newfoundland, Prince Edward Island, New Brunswick, Saskatchewan, and Alberta. Larger than average claim increases in these provinces are usual at this time of year and may be associated with the termination of certain seasonal employment activities.

Compared with October 1969, claims filed were fewer in provinces of the Atlantic region and Saskatchewan; in all other provinces, claims were from 9 per cent to 65 per cent greater. On October 30, 1970, there were 399,000 claimants for unemployment insurance, 8,000 or 2 per cent more than on September 30, 1970, and 119,000 or 42 per cent more than on October 31, 1969.

Compared with the male claimant count last month, increases occurred in all provinces except Prince Edward Island and Québec, where there were decreases of 10 per cent and 5 per cent. In a comparison of the equivalent female claimant counts, decreases occurred in Québec, Ontario and Manitoba. Compared with the claimant count at the end of October 1969, the count this October was greater in all provinces except foundland, where the total count, responding to crease among males, was 3 per cent lower. The nu of claimants was more than 50 per cent higher last year in Ontario and all western provinces excl Saskatchewan.

The average weekly estimate of beneficiaries in Oc 292,000, was 32 per cent higher than in Septembe 67 per cent higher than in October 1969. Benefit ments totalled $40.4 million in October, $37.7 m in September and $25.5 million in October 1969 average weekly benefit payments for these three m were $34.62, $34.11, and $32.52.

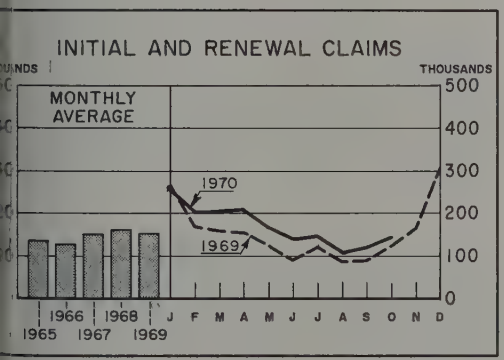
New cases of recorded unemployment totalled 5 during September, an increase of 30 per cent ov September 1969 total of 45,000. Except in Newf land, where the claim load was unchanged fro same month of last year, the number of new increased in all provinces by proportions ranging 15 per cent in Nova Scotia and New Brunswi approximately 70 per cent in Manitoba and Al The numerical increase in the number of new ca Ontario and Québec was equivalent to two thi the total number of new cases.

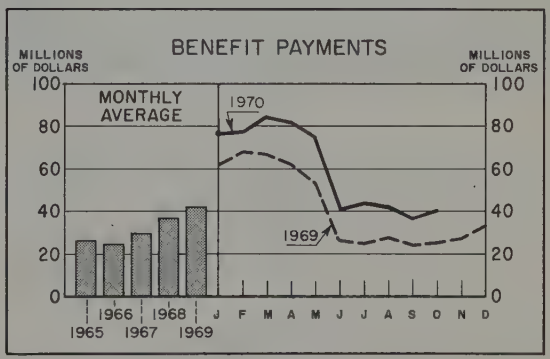
The increase in the number of claims from the ind sectors of manufacturing and service comprised 7 cent of the total increase in the claimant load October 1969. Generally, 67 per cent of the in in new cases came from manufacturing and s sectors in the province of Québec, Ontario and B Columbia.

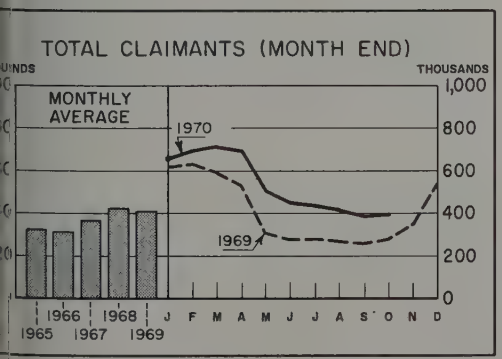
nary Table

ivy	October 1970	September 1970	October 1969	Cumulative Data: January to October 1970	Cumulative Data: 12 months ending October 1970
			(in thousands)		
rl population at end of month	–	5,609	5,518	—	–
and renewal claims filed:					
tal	142	121	124	1,701	2,168
Initial	100	84	89	1,259	1,613
Renewal	42	37	35	442	555
nts currently reporting to local offices	399	391	280	533*	518*
iaries (weekly average)	292	221	174	401*	367*
compensated	1,166	1,106	785	17,058	18,865
paid	40,365	37,737	25,527	582,400	658,015
e weekly benefit	$34.62	$34.11	$32.52	$34.14	$34.88

hly average.







Certification

The Canada Labour Relations Board met for three days during December. It granted five applications for certification, rejected two, and ordered two representation votes. During the month, the Board received nine applications for certification allowed the withdrawal of one, and one request for review of an earlier decision.

Applications for certification granted

Le Syndicat des Journalistes de Montréal Inc. (CSN) on behalf of a unit of employees employed by Radio Laval Inc., Montréal, Qué., at Radio Station CKLM (LG, Dec. 1970, p. 881). L'Union des Artistes de Montréal had intervened.

Syndicat des Employés de l'Aviation Régionale (CSN) on behalf of a unit of pilots, mechanics' helpers and clerks employed by Gagnon Air Service Ltd., Chicoutimi, Qué. (LG, Dec. 1970, p. 881).

United Association of Journeymen and Apprenti the Plumbing and Pipe Fitting Industry of the U States and Canada, Local 254, on behalf of a u welders, plumber-fitters, and apprentices employ Atomic Energy of Canada Limited at its Whit Nuclear Research Establishment, Pinawa, Man. Jan., p. 50).

Grain Workers Union, Local 33, International U of United Brewery, Flour, Cereal, Soft Drink and tillery Workers of America, on behalf of a unit of men and elevatormen employed by Columbia Co ers Ltd. at its grain elevator in Vancouver, B.C. Jan., p. 50).

International Association of Machinists and Aero Workers on behalf of a unit of contamination mo and R.I.S. monitor—operators employed by Atom ergy of Canada Limited at its Whiteshell Nuclea search Establishment, Pinawa, Man. (LG, Jan., p.

Applications for certification rejected

International Brotherhood of Electrical Workers, 530, applicant, Huron Cable TV Limited, Sarnia, respondent, and D. Singleton, et al., interveners Feb., p. 120). The application was rejected beca was not supported by a majority of the emp affected in a representation vote conducted b Board.

General Truck Drivers and Helpers Union, Loc International Brotherhood of Teamsters, Chau Warehousemen and Helpers of America, applica L. Porter Trucking Ltd., Burnaby, B.C., responden Canadian Brotherhood of Railway, Transport and eral Workers, intervener (LG, Jan., p. 50). The cation was rejected because it was premature, months of the term of the existing collective agre between the respondent and intervener had not ex

...sentation votes ordered

...iation of Canadian Television and Radio Artists, ...liant, Radio Station CFRA Ltd., Ottawa, Ont., ...dent, and Lowell Green, et al., interveners (LG, ...970, p. 881) (Returning Officer: G. A. Plante).

...Bus, Limousine, Petroleum Drivers & Allied Em...s, Local 352, Miscellaneous Workers, Wholesale ...etail Delivery Drivers and Helpers, Local 351, ...ge and Miscellaneous Employees Montreal and ...y, Local 931, and General Drivers, Warehouse...nd Helpers, Local 979, International Brotherhood ...msters, Chauffeurs, Warehousemen and Helpers ...erica, applicants, and Pan American World Air...nc., Toronto, Ont., respondent, (LG, Dec., 1970, ...) (Returning Officer: H. A. Fisher).

...cations for certification received

...dian Brotherhood of Railway, Transport and Gen... Workers on behalf of a unit of drivers and mechan...ployed by Maurice Guillemette Inc., St-Gregoire, ... Investigating Officer: R. G. Dorion).

...port Drivers, Warehousemen and Helpers' Union, ... 106, International Brotherhood of Teamsters, ...ffeurs, Warehousemen and Helpers of America, on ...f of a unit of drivers employed by Voyageur (1969) ..., Montréal, Qué. (Investigating Officer: S. T. Payne).

...dian Brotherhood of Railway, Transport and Gen... Workers on behalf of a unit of employees of Wal...Warehouse & Cartage Limited, Moncton, N.B. (see ...Applications for Certification Withdrawn, below).

...national Brotherhood of Pulp, Sulphite and Paper ...Workers, Local 574, on behalf of a unit of employ...f Consolidated Bathurst Ltd., New-Richmond, ... engaged in loading and unloading boats (Investi...g Officer: R. G. Dorion).

...national Association of Machinists and Aerospace ...ters, on behalf of a unit of refuellers employed at ...a International Airport by Canadian Autocare ...ed, Ottawa, Ont. (Investigating Officer: G. A. ...e).

Syndicat des Employés du Transport Provincial (CSN) (section Chauffeurs, division Voyageur), on behalf of a unit of drivers employed by Voyageur (1969) Inc., Montréal, Qué. (Investigating Officer: S. T. Payne).

Cartage and Miscellaneous Employees Union, Local 931, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers and other employees employed by J. N. Brockelsby Transport Limited, Montréal, Qué. (Investigating Officer: R. G. Dorion).

International Association of Machinists and Aerospace Workers, on behalf of a unit of announcers and others employed by Radio Sept-Iles Inc. (CKCN), Sept-Iles, Qué. (Investigating Officer: R. G. Dorion).

Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of bus drivers and maintenance employees employed by Trailways of Canada Limited, Thornhill, Ont. (carrying on business under the name of Travelways) (Investigating Officer: K. Hulse).

Application for certification withdrawn

Canadian Brotherhood of Railway, Transport and General Workers, applicant, and Wallace Warehouse & Cartage Limited, Moncton, N.B., respondent (see also Applications for Certification Received, above).

Request for review withdrawn

The Board allowed the withdrawal of a request under Sec. 61(2) of the Act for review of its order dated February 23, 1949, which certified the Federation of Telephone Workers of British Columbia as bargaining agent of a unit of employees of British Columbia Telephone Company, Vancouver, B.C.

Conciliation

During December, the Minister of Labour appointed conciliation officers to deal with the following disputes:

Chapman Transport Limited, Kelowna, B.C., and General Truck Drivers and Helpers Union, Local 31, and General Teamsters Union, Local 181 (representing operating and maintenance employees) (Conciliation Officer: George W. Rogers).

Cape Breton Development Corporation, Coal Division, Sydney, N.S., and Canadian Brotherhood of Railway, Transport and General Workers, Local 509 (representing Technicians) (Conciliation Officer: C. A. Ogden).

Calgary Television Limited (CHCT-TV) Calgary, Alta., and National Association of Broadcast Employees and Technicians (Conciliation Officer: D. H. Cameron).

Canadian National Barge & Ferry Services, Okan Lake, B.C., and Canadian Merchant Service G (Conciliation Officer: George W. Rogers).

Canadian National Hotels Limited (Hotel Newfo land) St. John's, Nfld., and Hotel and Restaurant ployees' and Bartenders' International Union, Loca (Conciliation Officer: W. J. Gillies).

Canadian Lake Carriers Association (representing companies listed in Appendix "A" of existing colle agreement) and Seafarers' International Union of ada (Conciliation Officer: G. R. Doucet).

Bell Canada (Directory Sales Representatives, We Region) and Office and Professional Employees' national Union, Local 131 (Conciliation Officer: Fisher).

Channel Seven Television Limited (CJAY-TV) W peg, Man., and National Association of Broadcast ployees and Technicians (Conciliation Officer: Koppel).

Brunterm Limited, Saint John, N.B., and Internat Longshoremen's Association, Local 273 (Concili Officer: C. A. Ogden).

Settlements by conciliation officers

Cape Breton Development Corporation, Coal Div Sydney, N.S., and Canadian Brotherhood of Rai Transport and General Workers, Local 509 (repre ing Technicians) (Conciliation Officer: C. A. Og (See above).

di Futura Ltée (CKVL-AM and CKVL-FM) Ver-
, Qué., and Le Syndicat général de la radio (CSN)
V. (Conciliation Officer: R. G. Dorion) (LG, Feb.,
2).

vi Shipbuilding Limited, Levis, Qué., and Canadian
ie Officers Union (Conciliation Officer: S. T.
) (LG, Feb., p. 122).

ck Uranium Mines Limited, Elliot Lake, Ont.,
Jnited Steelworkers of America (Conciliation
r: H. A. Fisher) (LG, Feb., p. 122).

al Aviation Services Ltd., Montréal International
t, and Lodge 2300, International Association of
inists and Aerospace Workers (Conciliation
r: S. T. Payne) (LG, Feb., p. 122).

Yellowknife Mines Limited, Yellowknife, NWT,
ocal 803, United Steelworkers of America (Concil-
Officer: George W. Rogers) (LG, Jan., p. 46).

ity of Whitehorse, Whitehorse, YT, and Interna-
Union of Operating Engineers, Local 115 (Con-
on Officer: A. A. Franklin) (LG, Jan., p. 46).

lian National Hotels Limited (Macdonald Hotel)
nton, Alta., and Hotel and Restaurant Employees'
artenders' International Union, Local 93 (Concili-
Officer: A. A. Franklin) (LG, Jan., p. 46).

iliation board reports received

City Transport Limited, and Hull Metropolitan
port Limited, and Amalgamated Transit Union,
on 591 (LG, Jan., p. 47). (Full text appears in
ement No. 1, 1971).

llo and Fort Erie Public Bridge Authority and
ral Truck Drivers' Union, Local 879 (LG, Jan.,
. (Full text appears in Supplement No. 1, 1971).

Reports of settlement by conciliation boards

Genaire (1961) Limited, Malton, Ont., and District Lodge 717, International Association of Machinists and Aerospace Workers (LG, Feb., p. 123). (Full text appears in Supplement No. 1, 1971).

Canadian National Hotels Limited (Chateau Laurier Hotel) Ottawa, Ont., and Canadian Brotherhood of Railway, Transport and General Workers (LG, Oct. 1970, p. 729). (Full text appears in Supplement No. 1, 1971).

Settlements reached after board procedure

Hull City Transport Limited, and Hull Metropolitan Transport Limited, and Amalgamated Transit Union, Division 591 (see above).

Sabena Belgian World Airlines (traffic agents, cargo agents and warehousemen, Montréal, Qué.) and Transport Workers Union of America, AFL-CIO, Air Transport Local 504 (LG, Dec. 1970, p. 879).

British Yukon Navigation Company Limited, Vancouver, B.C., and Canadian Brotherhood of Railway, Transport and General Workers (settlement reached with the mediation assistance of D. S. Tysoe) (LG, Feb., p. 123).

Strike terminated

Charterways Co. Limited–Mississauga Transit System, Mississauga, Ont., and Amalgamated Transit Union, Division 107 (Strike terminated on December 10 with the mediation assistance of T. B. McRae and K. Hulse.) (LG, Feb., p. 123).

Decisions of the umpire

A senior die cutter at an Ontario paper products factory responded to a two-month-long work stoppage by suing for unemployment insurance benefits. One of two head die cutters at the plant, and not a member of the union, he had found himself without a job after the company, responding to word of an impending strike by the certified union, locked out the blue-collar workers.

In his claim for benefits, the die cutter argued that he was against the work stoppage and would gladly have gone to work had not the company forbidden him to cross the union's picket line. According to the company records, the claimant was listed as one of the employees coming under the bargaining unit of the certified union. He had not contributed dues by the checkoff system, however.

The insurance commission turned down the die cutter's request. He then appealed to a board of referees, who made a ruling based on four conditions. In order to qualify for benefits, the claimant would have to satisfy the board on all four points. The board found that he satisfied the three conditions that follow: he opposed certification of the union, and voted against the strike, and therefore he did not personally take part in the dispute; he paid no union dues, and had not helped finance the dispute; and the other head die cutter had likewise shunned involvement, and therefore no member of the claimant's grade or class had taken part in the dispute.

It was on the fourth condition, however, that the die cutter ran into difficulties; and if he was unable to meet it, he would not be entitled to relief from the disqualification of wages during the work stoppage. It all hinged on whether he could prove to the board that he was not directly interested in the dispute or its outcome.

The die cutter appeared before the board and ans several questions concerning his possible interest dispute. Board member: "Would you have accept final company wage offer before the work stopp Die cutter: "Yes." Board member: "Would you accept the increase resulting from the strike ac Die cutter: "Sure. I'll take whichever settlement me the most money. I don't care whether it's the or company offer or an offer forced out of the com by the union. The higher the wages, the better for

It was this exchange that spurred the board to the claim. It concluded that the die cutter's wages be affected by the outcome of the dispute, and th therefore had an interest in the work stoppage. Th cutter tried to have the decision overturned b Umpire. He appealed on the grounds that it would a detrimental effect on his fellow workers, his emp and himself if he refused to accept wage increas sulting either from the company's offer of an a increase or the work stoppage settlement.

The Umpire also ruled against the die cutter. He not prove he was not directly interested in the di said the Umpire, "even though he is not in favo a union and was quite satisfied with his rate o and working conditions."

The Umpire also translated the claimant's strik into a manifestation of his interest in the disput though he had voted against the union, the die had "participated in the dispute in a very direct w

ilway
oitration

llowing five disputes were dealt with by the Cana-ailway Office of Arbitration in Montreal on No-r 10, 1970. Three were dismissed and two were d.

No. 249. Dispute between the Pacific Great Eastern y Company and the Brotherhood of Locomotive ers over payment to an engineman for being held away-from-home terminal after the expiration of t period.

ngineman's assignment was to take a train from me terminal to another terminal. He requested nours rest with a two-hour call before being re- to leave the away-from-home terminal to return home terminal. A train left the away-from-home al with another engineman on duty. The assign- though not clearly worded in this respect, was e both trains on the same day, with alternate days

ding to the collective agreement, the engineman not be required to leave his destination until he ad at least eight hours rest which he had requested ntered when booking in on the register. He was his rights in booking rest, and the company could hold up the train that he was assigned to take o his home or find another engineer to take it ordance with its schedule. It chose to follow the course. The train left and the grievor remained.

rievor's next assignment was to take a train from me terminal two days later. He was able to do deadheading home from his destination without he previous day. He was not scheduled to take articular train on that day, but he claimed that d been held at an away-from-home terminal and that he was entitled to payment. In the arbitrator's opinion, the engineman was free to take his train at the appointed time, but because he did not do so, he could not claim that he was "held." The grievance was therefore dismissed.

Case No. 250. Dispute between the Canadian Pacific Express Company and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers and Station Employees over the claim of an employee for the time he was held out of service while being denied the position of unspecified clerk held by a junior employee.

There is no doubt that the grievor was able to perform the duties of unspecified clerk, but his claim was denied by the company because he did not have an Ontario chauffeur's license, although his duties included driving a company-owned car. The union contended that it was improper for the company to require an unspecified clerk to perform work of this nature, and that the grievor would be entitled to the job if this requirement were removed. Operating a company car was a regular requirement of the job in question, however. The arbitrator decided that, as the grievor was not qualified to perform this function, the grievance should be dismissed.

Case No. 251. Dispute between the Canadian Pacific Express Company and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over the claim of eight in-trip clerks for 10 hours overtime pay each at the rate of time and a half for marking route books assigned to employees of departments other than the in-trip department.

The collective agreement states that, if the company requires that work be performed on a day that is not part of any assignment, it may be performed by an available extra or unassigned employee who would otherwise not have 40 hours of work that week; in all other cases, it must be performed by the regular employee. At issue was whether in-trip clerks could be considered "regular employees," as referred to in the agreement, and therefore given the assignment of marking route books, when required, on an overtime basis.

The arbitrator pointed out that the marking of route books was not a necessary part of the work of an in-trip clerk as such, but was done also by others who made use of such books. In this instance, the company assigned the work of marking route numbers to employees other than the in-trip clerks. In the arbitrator's opinion, in-trip clerks were not entitled to such work, on an overtime basis, to the exclusion of others, and could not be said to be "regular employees" with respect to this work. He therefore dismissed the grievance.

Case No. 252. Dispute between the Canadian Pacific Express Company and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over the claim of an employee for five hours overtime pay at the rate of double time for Sunday work given to a more junior employee.

According to the collective agreement, if the company requires that work be performed on a day that is not part of any assignment, it may be done by an available extra or an unassigned employee who would othe not have 40 hours of work that week; in all other it must be done by the regular employee. Both em ees held the position of in-trip clerk.

The nature of the work to be performed on a Su was the same as that performed by both employ their regular assignments. Both parties to the di agreed that, in such circumstances, both empl could be considered the "regular employee." At was whether or not the company in such instan obligated to offer overtime work to employees in of seniority.

The union contended that work should be assign such circumstances, in order of seniority. The coll agreement states that the promotion and assignm employees will be governed by seniority and ability senior qualified applicant to be given preference arbitrator noted that there was no provision dealin the distribution of overtime, and he stated that, alt seniority itself was not necessarily a sufficient basis which to claim preference, it was an appropriate c on in this instance because other considerations di arise. He concluded that the grievor ought to have called for the work in question, and he awarded five hours pay at double time.

Case No. 253. Dispute between the Canadian P Express Company and the Brotherhood of Railway line and Steamship Clerks, Freight Handlers, Expre Station Employees over the starting time of an em ee's assignment.

An employee claimed that the starting time of h signment was altered without the assignment cancelled and re-bulletined. The collective agree states that, when the regular hours of a perm position are changed, thereby affecting the startin ending time by more than one hour and 30 mi the position will be re-bulletined promptly, but o the local seniority group concerned. The arbi stated that major changes in working times could ically affect the character and desirability of a job that the regular hours of the permanent position the grievor was awarded were changed to affect st and ending time by more than one hour and 30 mi He decided, therefore, that the assignment in qu ought to have been cancelled and re-bulletined pr ly.

eneral topics

ployment review

employment in November was 7,924,000, a decline 000 from the previous month. The number of bloyed persons increased to 476,000, a rise of during this month. At 8,400,000, the total labour showed little change. These figures are not adjust- r seasonality. Compared with November 1969, yment increased by 163,000 or 2.1 per cent; the r force by 285,000 or 3.5 per cent, and unemploy- by 122,000.

easonally adjusted unemployment rate declined in November from 6.6 in October. The unadjusted f unemployment in November was 5.7 compared .0 in October. (Seasonal adjustment is an analyti- ethod for removing the effects of normal seasonal ations from the data.)

oyment

oyment in November declined 69,000 to 7,924,000 justed) and was 163,000, or 2.1 per cent higher n November 1969. Most of the changes between er and November 1970 in industrial employment seasonal. The largest declines were in manufac- 46,000, and in agriculture 42,000. Employment de showed a slight increase of 18,000.

The reduction in the employment of persons in the 14-24 age groups between October and November, 29,000, was higher than the average for this period during the last five years. The employment of persons 25 years of age and over showed a seasonal decline. Most of the October-November decline in total employment was among men.

Seasonally adjusted employment

There was no change in the seasonally adjusted level of employment. Regionally, Québec showed an increase of 1.3 per cent, British Columbia 0.9 per cent, and the Atlantic region 0.8 per cent. There were declines of 2.2 per cent in the Prairie region and 0.5 per cent in Ontario.

Unemployment

Unemployment increased by 57,000 to 476,000 in November, and was 122,000 higher than the November 1969 level. There was an above-average increase of 64,000 in the number of unemployed persons 14-24

years of age. The percentage increase among persons 25 years of age and over was less than average for this time of year, as a result of a smaller-than-usual increase among men in this age group. Relative increases in the number of unemployed persons were below the October-November average in all regions except Ontario and the Atlantic region, where there were greater-than-average increases.

Compared with a year earlier, Ontario experienced the largest increase in unemployment, 44,000, British Columbia 28,000, Québec 25,000, and the Prairies 23,000. There was little change in the Atlantic region.

Seasonally adjusted unemployment rates

The seasonally adjusted unemployment rate was 6.5 in November, down from 6.6 in October and 6.9 in September. The decline in the seasonally adjusted national rate reflected the pattern among men 25 years of age and over. The rate for persons 14-24 and for women 25 years of age and over increased in November. In the Atlantic region, the seasonally adjusted unemployment rate remained unchanged. There was an increase in Ontario and declines in the other regions—the largest occurring in the Prairie region.

Unemployment insurance fund

During November 1970, 30,999 investigations were completed across Canada. Of these, 15,269 were on-premises investigations, and 2,212 were selective investigations to verify the fulfilment of statutory conditions. The remaining 568 formal investigations and 12,950 post audit investigations were in connection with claimants suspected of making false statements to obtain benefits. Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 4,562. Prosecutions were begun in 138 cases, all against claimants. This does not include employer prosecutions initiated by the Revenue Branch.

Revenue received by the Unemployment Insurance Fund in November totalled $55,101,007.15 compared with $50,730,508.23 in October and $56,401,489.56 in November 1969. **Benefits paid in November totalled $37,583,156.82 compared with $40,365,370.22 in O and $27,554,616.54 in November 1969.** The bala the Fund on November 30, 1970 was $482,290, compared with $464,772,598.39 at the end of O and $525,416,671.58 at the end of November 196

U.S. employment

Unemployment in November reached a total million persons compared with 4.3 million in O The seasonally adjusted rate of unemployment per cent compared with 5.6 per cent in Octobe civilian labour force in October was 83,347,000.

The actual number of unemployed rose by 350, November, which was 200,000 more than norm this time of year. The actual rate of unemployme 5.5 per cent compared with 5.1 per cent in Octob

The largest increase in unemployment was women 20 to 24 years of age. Unemployment men, including married men, continued to rise. T for married men rose one tenth of a point in Nov to 3.2 per cent, which is more than double the cent rate of November a year ago. For all me rate also rose one tenth of a point and, at 4.2 pe was exactly double the rate of November 1969. ployment among women rose sharply from 5.1 per cent.

Since November 1969, unemployment has increa 1.9 million, of whom 905,000 are men, 565,0 women and 430,000 are youths of both sexes a to 19. Among both blue-collar and white-collar w unemployment has increased by about 75 per cen last November. Within the white-collar total, ployment among professional and technical work increased considerably more—118 per cent. The unemployment rate among these highly skilled w remains relatively low at 2.4 per cent.

g a number of specific adverse developments in ment in November, there was a sharp rise in erage length of unemployment, from 8.3 to 9.4

te of unemployment for Blacks declined in No- r. It stood at 8.8 per cent, compared with a rate per cent for Whites. For many years, the rate cks had been twice the White rate, or higher.

ge schedules

g November, the Department of Labour prepared ge schedules for inclusion in contracts proposed undertaken by departments of the federal Gov- nt and its Crown corporations in various areas ada, for works of construction, remodelling, repair olition, and certain services. In the same period, ntracts in these categories were awarded. In addi- 0 contracts containing the General Fair Wages were reported awarded.

y of the wage schedule issued for each contract lable on request to trade unions concerned or to who have a bona fide interest in the execution contract.

acts awarded in November for the manufacture plies and equipment were:

tment	No. of Contracts	Aggregate Amount
H.C.	1	$ 6,290.00
Office	3	75,678.00
y and Services	87	1,757,156.00

g November, the sum of $4,121.11 was collected 10 contractors for wage arrears owing their em- es as a result of the failure of the contractors, or subcontractors, to apply the wage rates and other ions of employment required by the schedule of r conditions forming part of their contract. This nt is for distribution to the 68 workers concerned.

Union growth in Canada

A statistical study of union growth in Canada during the period 1921-1967 is now available. The study, previewed earlier in The Labour Gazette (LG, Feb. 1970, p. 138) is the work of Canada Department of Labour economists J. Kenneth Eaton and Kebebew Ashagrie. The report shows, among other things, the links between Canadian and U.S. unions, union growth by province, national growth compared with other countries, and the membership sizes of national and international unions. The report is available from Information Canada, Publishing Division, Ottawa, Canada, at $2.50, Cat. No. L41-970.

March credits

Unemployment insurance report, p. 190, originates with the Unemployment Insurance and Manpower Section of the Dominion Bureau of Statistics. A claimant's unemployment register is placed in the active file at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total registered clients."

Certification before the CLRB, p. 192, is prepared by the Employee Representation Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

Conciliation before the Minister of Labour, p. 194, originates with the Conciliation and Arbitration Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

Labour legislation in 1969-70, p. 176, was prepared by the Legislation Branch of the Department of Labour.

Photos. NFB: Cover, p. 159, 165, 166, 167, 169, 170, 177, 178, 180. Sherman Hines Photo, Halifax: p. 158. Public Archives of Canada: p. 163. CN Photo: p. 197.

Publications in the library

List No. 264

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university, public, etc.) or directly if there is no local library. Please indicate the publication numeral and the month listed, when requesting loans.

Conferences

■ **No. 1—Conference on Labour, New York University.** 22nd, 1969. Proceedings. Thomas G. S. Christensen and Andrea S. Christensen, editors. New York, Matthew Bender [1970] 420 p. Conference held June 9, 10, and 11, 1969.

■ **No. 2—Industrial Relations Research Association.** Proceedings of the Twenty-second annual winter meeting, December 29-30, 1969, New York City. Edited by Gerald G. Somers. [Madison, 1970] 356 p.

Economic conditions

■ **No. 3—National Industrial Conference Board.** Economic growth in the Seventies, by M. F. Elliott-Jones. New York, 1970. 51 p.

■ **No. 4—Walters, Dorothy.** Canadian growth revisited, 1950-1967. [Ottawa, Queen's Printer, 1970] 68 p. This is one of several studies prepared as background for the Seventh annual review of the Economic Council of Canada.

Employment management

■ **No. 5—Grandjean, Etienne.** Fitting the task to the man; an ergonomic approach. London, Taylor & Francis, 1969. 161 p. First edition published in German in 1963.

■ **No. 6—Steinmetz, Lawrence Leo.** Managing the marginal and unsatisfactory performer. Reading, Mass., Addison-Wesley [1969] 213 p.

■ **No. 7—U.S. Department of Labor. Manpowe ministration.** Hiring standards and job perform Washington [G.P.O., 1970] 35 p.

Guaranteed annual income

■ **No. 8—Wogaman, J. Philip.** Guaranteed annu come; the moral issues. Nashville, Abingdon Press 158 p.

Industrial disputes

■ **No. 9—Turner, Herbert Arthur.** Is Britain strike-prone? A review of the incidence, characte costs of industrial conflict. Cambridge, University 1969 [48] p.

■ **No. 10—Twentieth Century Fund. Task For Labor Disputes in Public Employment.** Pickets a Hall; report and recommendations. New York, tieth Century Fund, 1970. viii, 38 p.

Industrial relations

■ **No. 11—Anthony, Peter.** Industrial relations a personnel specialists [by] Peter Anthony [and] Crichton. London, Batsford [1969] 302 p.

■ **No. 12—Emery, Frederick Edmund.** Form an tent in industrial democracy; some experiences Norway and other European countries [by] F. E. and Einar Thorsrud in co-operation with Eric London, Tavistock; Assen, Van Grocum [1969] 1

■ **No. 13—Goodman, J. F. B.** Shop stewards in industry [by] J. F. B. Goodman [and] T. G. Whit am. London, McGraw-Hill [1969] xiv, 256 p.

■ **No. 14—Kingston, Ont. Queen's University. trial Relations Centre.** Canadian graduate theses, 1967; an annotated bibliography covering econ business and industrial relations, by W. D. Wo A. Kelly [and] P. Kumar. Kingston, 1970. 483 p.

The Department of Labour's copies are kept for ence purposes and are not circulated. Copies m obtained from the Industrial Relations Centre, Q University, Kingston, Ont. Cost is $10 (hard cover

o. 15—Kruger, Daniel Herschel, comp. Collective ning in the public service. Edited by Daniel H. [and] Charles T. Schmidt, Jr. New York, Ran- ouse [1969] xi, 276 p.

o. 16—McLeod, Charles. All change; railway in- l relations in the sixties. Foreword by the Rt. Hon. Gunter, Minister of Labour, 1964-8. [London] Press [1970] 222 p.

o. 17—Selznick, Philip. Law, society, and industri- ce [by] Philip Selznick, with the collaboration of pe Nonet and Howard M. Vollmer. [New York] l Sage Foundation, 1969. 282 p.

o. 18—Stuttard, Geoffrey. Work is hell: an anato- workplace clichés. London, Macdonald & Co. 126 p.

r economics

o. 19—Montague, John Tait. Labour markets in a: processes & institutions. [Scarborough, Ont.] ce-Hall of Canada [1970] 264 p.

r laws and legislation

o. 20—Cox, Archibald. Cases and materials on law, by Archibald Cox [and] Derek Curtis Bok. . Mineola, N.Y., Foundation Press, 1969. xxxi, .

o. 21—Québec (Province). Laws, Statutes, etc. du travail du Québec, annoté/comparé formulaire hilip Cutler. Montréal, Les Livres Toundra, 1970.

o. 22—Rideout, R. W. Reforming the Redundancy nts Act. London, Institute of Personnel Manage- 1969] 48 p.

r organization

o. 23—Conlin, Joseph Robert. Bread and roses too; s of the Wobblies. Westport, Conn., Greenwood Corp. [1969] xv, 165 p.

o. 24—Gunter, Raymond Jones. The future of the unions. [London, Industrial Educational and Re- Foundation, 1969] 8 p. Prepared for a seminar held on April 22, 1969.

■ **No. 25—National Industrial Conference Board. Division of Personnel Administration.** Union initiation fees, dues and per capita tax [and] national union strike benefits, by Edward R. Curtin. New York, National Industrial Conference Board, 1968. [42] p. "A survey by the Conference Board."

■ **No. 26—U.S. Office of Labor-Management Policy Development.** National union benefit plans 1947-1967. [Washington, G.P.O., 1970] 102 p.

Labouring classes

■ **No. 27**—The affluent worker in the class structure [by] John H. Goldthorpe [and others] Cambridge, University Press, 1969. viii, 239 p.

■ **No. 28—Auerbach, Jerold Stephen, comp.** American labor: the twentieth century. Edited by Jerold S. Auerback. Indianapolis, Bobbs-Merrill [1969] xii, 474 p.

■ **No. 29—Dennis, Norman.** Coal is our life; an analysis of a Yorkshire mining community [by] Norman Dennis, Fernando Henriques [and] Clifford Slaughter. [2d ed.] London, Tavistock Publications [1969] 255 p.

■ **No. 30—Faunce, William A., comp.** Comparative perspectives on industrial society, edited and with an introd. by William A. Faunce and William H. Form. Boston, Little, Brown [1969] 277 p.

■ **No. 31—Fishman, Betty G.** Employment, unemployment, and economic growth [by] Betty G. Fishman and Leo Fishman. New York, Crowell [1969] 143 p.

Performing arts

■ **No. 32—Baumol, William Jack.** Performing arts, the economic dilemma; a study of problems common to theater, opera, music and dance, by William J. Baumol and William G. Bowen. Cambridge, Mass., M.I.T. Press, 1968. 582 p.

■ **No. 33—Moskow, Michael Harold.** Labor relations in the performing arts; an introductory survey. Foreword by John T. Dunlop. [New York] Associated Councils of the Arts [1969] xvi, 218 p.

Poverty

■ **No. 34—Christopher, Anthony.** Policy for poverty; a study of the urgency of reform in social benefits and of the advantages and limitations of a reverse income tax in replacement of the existing structure of state benefits [by] Anthony Christopher [and others] London, Institute of Economic Affairs, 1970. 95 p.

■ **No. 35—Levitan, Sar A.** Programs in aid of the poor for the 1970s. Baltimore, Johns Hopkins Press [1969] x, 117 p.

■ **No. 36—U.S. President's Commission on Income Maintenance Programs.** Poverty amid plenty; the American paradox; [report. Washington, G.P.O., 1969] 155 p.

Technology

■ **No. 37—Michigan. University. Survey Research Center.** Technological advance in an expanding economy: its impact on a cross-section of the labor force [by] Eva Mueller with Judith Hybels [and others] Ann Arbor, Survey Research Center, University of Michigan [c1969] xi, 254 p.

Task Force on Labour Relations

The following three studies, prepared for the Task Force on Labour Relations, were published in Ottawa by the Queen's Printer in 1970.

■ **No. 38—Bernard, Paul.** Structures et pouvoirs de la Fédération des Travailleurs du Québec. 367 p. Etude no. 13. Summary in English: p. 321-367.

■ **No. 39—Loubser, Jan. J.** Industrial conversion and workers' attitudes to change in different industries, by Jan J. Loubser [and] Michael Fullan. 270 p. Study no. 12. Résumé en français: p. 267-270.

■ **No. 40—Palmer, Earl E.** Responsible decision-making in democratic trade unions. Study no. 11. Résumé en français: p. 387-423.

Women

■ **No. 41—Canada. Women's Bureau.** Women's Bureau, '69. [Ottawa, Queen's Printer, 1970] 31, 33 p. English and French text.

■ **No. 42—U.S. Women's Bureau.** Facts women's absenteeism and labor turnover. [Washi G.P.O., 1969] 9 p.

Miscellaneous

■ **No. 43—Amalrik, Andrei Alexeievich.** Will the Union survive until 1984? Preface by Henry K Commentary by Sidney Monas. New York, Harp Row [c1970] 93 p.

■ **No. 44—Borchardt, Kurt.** Structure and p mance of the U.S. communications industry; Go ment regulation and company planning. Boston, sion of Research, Graduate School of Business A istration, Harvard University, 1970. xi, 180 p.

■ **No. 45—Butterworth, Jack.** Productivity now ed.] Oxford, New York, Pergamon Press [1969] p.

■ **No. 46—Dobb, Maurice Herbert.** Welfare econ and the economics of socialism; towards a com sense critique. Cambridge [Eng.] University Press, viii, 275 p.

■ **No. 47—Epstein, Edwin M.** The corporati American politics. Englewood Cliffs, N.J., Prentic [1969] xiv, 365 p.

■ **No. 48—Etzioni, Amitai, ed.** The semi-profe and their organization; teachers, nurses, social wo New York, Free Press [1969] xix, 328 p.

■ **No. 49—Kilbourn, William Morley.** PipeLine; Canada and the great debate; a history of busines politics. Toronto, Clarke Irwin, 1970. xiii, 222 p.

■ **No. 50—Pépin, Gilles.** Les tribunaux adminis et la Constitution; étude des articles 96 à 1 L'A.A.N.B. Montréal, Presses de l'Université de réal, 1969. xviii, 422 p. Comprend du texte en a «Etude commanditée par la Comité parlementa la Constitution.» Texte de l'étude remise au C parlementaire en 1968 sous le titre Les difficultés tutionnelles suscitées par la création de tribunaux nistratifs québécois.

our Statistics

Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
		(in thousands)		
CIVILIAN LABOUR FORCE*				
Week ended November 14, 1970		8,400	− 0.1	+ 3.5
Employed		7,924	− 0.9	+ 2.1
Agriculture		482	− 8.0	− 1.8
Non-agriculture		7,442	− 0.4	+ 2.4
Paid workers		6,912	− 0.4	+ 2.8
At work 35 hours or more		5,103	+32.6	+ 1.0
At work less than 35 hours		2,542	−33.5	+ 4.3
Employed but not at work		279	−13.6	+ 3.3
Unemployed		476	+13.6	+ 34.5
Atlantic		42	+23.5	+ 5.0
Québec		168	+ 5.7	+ 17.5
Ontario		126	+16.7	+ 53.7
Prairie		64	+30.6	+ 56.1
British Columbia		76	+10.1	+ 58.3
Without work and seeking work		451	+15.3	+ 36.3
Temporary layoff up to 30 days		25	− 7.4	+ 8.7
INDUSTRIAL EMPLOYMENT (1961 = 100)†	October	128.1	− 1.0	− 1.5
Manufacturing employment (1961 = 100)†	October	121.9	− 1.4	− 3.8
MIGRATION	1st 9 mos. 1970	113,323	—	− 5.3
Attained to the labour force	1st 9 mos. 1970	60,022	—	− 4.9
STRIKES AND LOCKOUTS				
Strikes and lockouts	December	54	−25.0	− 19.4
No. of workers involved	December	34,445	−13.2	+193.9
Duration in man days	December	432,830	−40.2	+213.0
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. com.)†	October	129.98	+ 0.8	+ 7.7
Average hourly earnings (mfg.)†	October	3.06	+ 1.0	+ 7.7
Average weekly hours paid†	October	40.1	—	− 0.7
Average weekly wages (mfg.)†	October	122.51	+ 1.1	+ 6.7
Consumer price index (1961 = 100)	November	130.3	+ 0.1	+ 2.8
Index numbers of weekly wages in 1961 dollars (1961 = 100)‡	September	124.9	+ 0.4	+ 2.6
Total labour income (Millions of dollars)†	October	4,027.5	− 0.7	+ 7.7
INDUSTRIAL PRODUCTION†				
Total (average 1961 = 100)	November	171.5	+ 1.3	+ 0.6
Manufacturing	November	165.4	+ 1.3	− 3.0
Durables	November	173.5	− 0.2	− 9.0
Non-durables	November	158.7	+ 2.7	+ 3.3
RESIDENTIAL CONSTRUCTION**				
Starts	November	19,787	−14.6	+ 57.6
Completions	November	13,250	+ 9.2	− 13.0
Under construction	November	117,513	+ 5.5	+ 1.6

Rates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of the Dominion Bureau of Statistics, which, in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.
Since data.
Preliminary.
Cities of 10,000 population or more.

Tables

A-1 to A-3—Labour Force

B-1—Labour Income

C-1 to C-7—Employment, Hours and Earnings

E-1 to E-4—Unemployment Insurance

F-1 and F-2—Prices

G-1 to G-4—Strikes and Lockouts

A—Labour Force

Table A-1—Regional Distribution, Week Ended November 14, 1970

	Canada	Atlantic	Québec	Ontario	Prairies
			(in thousands)		
THE LABOUR FORCE	8,400	664	2,346	3,140	1,369
Men	5,669	457	1,611	2,083	925
Women	2,731	207	735	1,057	444
14-19 years	808	66	225	275	161
20-24 years	1,274	138	395	416	205
25-44 years	3,602	246	1,029	1,391	542
45-64 years	2,503	198	641	976	423
65 years and over	212	16	56	82	38
EMPLOYED	7,924	622	2,178	3,014	1,305
Men	5,322	421	1,489	1,996	879
Women	2,602	201	689	1,018	426
Agriculture	482	25	95	138	206
Non-agriculture	7.442	597	2,083	2,876	1,098
Paid Workers	6,912	544	1,910	2,715	1,021
Men	4,518	362	1,285	1,756	642
Women	2,393	182	626	959	379
UNEMPLOYED	476	42	168	126	64
Men	347	36	122	87	46
Women	129	*	46	39	18
PERSONS NOT IN LABOUR FORCE	6,758	726	1,970	2,322	1,064
Men	1,842	232	517	612	300
Women	4,916	494	1,453	1,710	764

* Less than 10,000. Source: Labour Force Survey, DBS.

-2—Age, Sex and Marital Status, Week Ended November 14, 1970

	Total	14-19 Years All Persons	20-64 Years Men Married	20-64 Years Men Other	20-64 Years Women Married	20-64 Years Women Other	65 Years and Over All Persons
			(in thousands)				
TION 14 YEARS OF AGE N) OVER*	15,158	2,511	4,279	1,222	4,400	1,160	1,586
T. FORCE	8,400	808	4,073	971	1,544	791	212
noyed	7,924	702	3,904	866	1,497	750	204
naployed	476	106	168	105	47	41	**
T LABOUR FORCE	6,758	1,703	207	251	2,856	369	1,373
I PATION RATE† 7—Nov. 14	55.4	32.2	95.2	79.5	35.1	68.2	13.4
Oct. 17	55.6	32.7	95.5	80.0	35.0	67.6	13.7
LOYMENT RATE‡ 7—Nov. 14	5.7	13.1	4.1	10.8	3.0	5.2	**
Oct. 17	5.0	11.7	3.5	9.7	2.8	4.8	**

s inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.
our force as a percentage of the population of 14 years of age and over.
mployed as a percentage of the labour force.
an 10,000 unemployed.
abour Force Survey, DBS.

-3—Unemployed, Week Ended November 14, 1970

	November 1970	October 1970	November 1969
	(in thousands)		
UNEMPLOYED	476	419	354
emporary layoff up to 30 days	25	27	23
out work and seeking work	451	391	331
ing:			
Full-time work	419	363	306
Part-time work	32	29	25
Under 1 month	130	109	111
1-3 months	168	137	132
4-6 months	78	74	41
More than 6 months	75	72	47

abour Force Survey, DBS.

B—Labour Income

Table B-1—Estimates of Labour Income, by Industry‡‡

Year and Month	Mining	Manufacturing	Transportation Communication and Public Utilities**	Forestry	Construction	Trade	Finance, Services (including Government)	Supplementary Labour Income
	Monthly Totals							
	(millions of dollars)							
1965—Total	697	7,981	3,139	387	2,262	3,662	8,508	1,231
1966—Total	765	8,898	3,402	423	2,660	4,037	9,708	1,688
1967—Total	846	9,517	3,830	453	2,771	4,402	11,266	1,835
1968—Total	919	10,167	4,106	434	2,855	4,847	12,755	2,035
1969—Total	959	11,258	4,575	468	3,112	5,482	14,734	2,234
1969—October	76.8	964.2	393.0	47.2	296.2	478.5	1,259.9	188.2
November	80.9	971.2	392.4	44.8	286.3	492.0	1,289.5	179.0
December	86.8	963.8	384.3	37.6	242.8	495.1	1,293.5	176.1
1970—January	88.3	961.8	380.6	37.2	242.4	477.3	1,307.0	173.8
February	90.3	966.1	382.8	38.9	245.4	478.1	1,310.4	197.3
March	92.3	973.0	386.7	33.5	245.5	483.7	1,318.2	206.4
April	89.6	975.0	393.4	29.4	252.7	489.7	1,329.1	204.6
May	92.3	988.0	406.5	32.5	254.4	494.4	1,352.2	211.2
June	94.7	1,013.9	415.5	38.2	296.3	507.2	1,381.2	207.9
July	95.6	990.2	420.6	42.9	306.9	501.3	1,387.2*	209.2*
August*	96.8	1,010.3	424.6	44.6	319.1	494.3	1,382.6	208.8
September†	95.8	1,011.0	424.6	45.8	331.1	503.3	1,394.3	204.6
October‡	95.3	1,000.9	422.5	40.3	325.6	509.5	1,401.8	195.4
Seasonally Adjusted								
1965—Total	697	7,981	3,139	387	2,262	3,662	8,508	1,231
1966—Total	765	8,898	3,402	423	2,660	4,037	9,708	1,688
1967—Total	846	9,517	3,830	453	2,771	4,402	11,266	1,835
1968—Total	919	10,167	4,106	434	2,855	4,847	12,755	2,035
1969—Total	959	11,258	4,575	468	3,112	5,482	14,734	2,234
1969—October	77.3	952.4	387.9	40.5	265.4	475.9	1,255.8	190.4
November	81.1	964.7	388.5	39.5	273.8	483.5	1,281.8	192.7
December	88.1	982.2	386.9	41.7	280.5	486.1	1,292.0	195.7
1970—January	89.0	981.4	393.3	42.2	289.0	488.3	1,319.0	199.1
February	89.5	982.7	400.1	44.1	292.7	491.5	1,324.6	200.0
March	91.1	982.2	401.9	44.9	287.7	494.8	1,325.4	200.9
April	91.7	983.5	400.0	45.2	273.9	494.7	1,341.1	199.9
May	92.7	983.1	406.1	35.3	253.0	493.7	1,345.8	200.1
June	93.0	1,000.2	405.8	34.7	271.6	496.3	1,363.0	201.9
July	94.1	992.3	407.6	36.1	273.1	494.0	1,384.9*	202.2*
August*	95.8	1,001.9	408.6	37.2	276.4	494.8	1,383.7	203.9
September†	96.6	990.7	413.2	37.5	287.8	503.1	1,393.2	204.6
October‡	96.1	989.0	417.0	34.5	292.8	506.9	1,397.5	205.8

* Revised. † Preliminary. ‡ Advance.
** Includes post office wages and salaries. †† Figures in this column are for total labour income, Canada, but are not totals of the figu remaining columns of this table, which do not show labour income in Agriculture, Fishing and Trapping. ‡‡ Revised estimates on the 1960 standard industrial classification.
NOTE: Monthly figures may not add to annual totals because of rounding.
Source: Estimates of Labour Income (DBS Cat. No. 72-005).

Employment, Hours and Earnings

C1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at September
oyers in the principal non-agricultural industries reported a total employment of 3,838,629. Table C-3 gives estimates of total
nt, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more
d from a sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a
smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage earners for whom statistics of hours of
lso available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage earners in the reporting

-1—Employment, Payrolls and Weekly Wages and Salaries

Month	Industrial Composite‡			Manufacturing		
	Index Numbers (1961 = 100)			Index Numbers (1961 = 100)		
	Employment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries	Employment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries
			$			$
GE						
	114.3	116.3	91.01	117.2	116.2	94.78
	120.7	123.1	96.34	123.5	122.8	100.16
	122.6	131.4	102.83	123.1	130.6	106.54
	122.7	140.4	109.88	122.1	140.3	114.42
	126.9	150.3	117.63	125.2	150.7	122.93
—September	130.3	154.0	120.49	127.0	154.0	125.62
October	130.0	154.3	120.71	126.7	154.4	125.93
November	130.1	155.2	121.42	126.4	156.0	127.18
December	126.5	149.4	116.89	123.3	150.2	122.47
—January	124.4	157.3	123.08	122.5	158.5	129.28
February	124.3	158.7	124.14	122.6	159.6	130.17
March	124.2	158.2	123.79	122.6	159.5	130.08
April	124.5	160.4	125.53	122.3	161.2	131.43
May	126.7	161.0	126.07	122.8	162.3	132.39
June	129.6	162.5	127.17	125.5	163.3	133.42
July	128.6	162.3	127.02	122.1	161.7	131.83
August*	130.9	163.7	128.11	126.4	163.2	133.05
September†	129.4	164.8	128.97	123.6	164.4	134.09

† Preliminary.
s: Forestry; mining (including milling); manufacturing; construction; transportation, communication, and other utilities; trade; finance, and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).
mployment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	September 1970	August 1970	September 1969	September 1970	August 1970	Se
	(1961 = 100)					
REGION AND PROVINCE						
Atlantic Region	123.9	125.5	125.2	108.54	105.82	
Newfoundland	129.5	133.9	132.7	120.59	118.63	
Prince Edward Island	149.5	154.3	146.5	84.44	84.35	
Nova Scotia	117.4	116.7	119.7	107.59	103.75	
New Brunswick	125.7	128.0	125.0	104.12	101.71	
Québec	122.2	123.0	124.3	123.97	123.11	
Ontario	132.7	134.7	132.1	133.99	133.55	
Prairie Region	129.1	130.4	131.2	124.49	123.98	
Manitoba	120.6	121.0	122.6	118.24	118.41	
Saskatchewan	116.8	118.4	122.4	116.30	115.56	
Alberta	141.3	143.2	142.1	131.75	130.80	
British Columbia	142.4	142.6	143.5	140.13	138.13	
CANADA	129.4	130.9	130.3	128.97	128.11	
URBAN AREAS						
St. John's	139.5	141.7	142.6	102.50	101.25	
Halifax	120.3	118.6	123.6	108.46	106.82	
Sydney	92.4	93.4	92.7	114.25	115.21	
Moncton	143.7	142.7	135.0	100.48	100.03	
Saint John	115.5	114.6	113.5	109.88	103.70	
Chicoutimi	116.0	118.0	114.6	141.53	142.02	
Montreal	122.6	122.7	125.6	127.43	127.09	
Québec	126.5	126.3	121.1	113.74	110.78	
Shawinigan	94.5	98.0	94.6	127.12	125.20	
Sherbrooke	110.2	110.5	120.2	109.31	108.04	
Trois-Rivières	113.6	114.8	119.4	117.08	116.28	
Ottawa-Hull	142.3	142.9	141.0	122.19	120.58	
Belleville	130.1	130.8	129.5	113.87	111.68	
Brampton	300.7	298.6	291.7	131.89	130.95	
Brantford	127.8	133.7	141.3	116.94	115.67	
Thunder Bay	129.5	128.2	127.0	126.62	127.35	
Guelph	141.3	142.4	143.6	124.36	122.77	
Hamilton	126.5	126.2	110.3	137.95	137.49	
Kingston	124.6	128.5	129.0	122.17	122.06	
Kitchener	154.4	153.6	159.6	119.77	119.01	
London	124.5	126.2	128.6	123.45	125.25	
Niagara Falls	128.3	130.7	125.4	113.41	113.91	
Oshawa	89.3	136.5	147.6	143.06	150.33	
Peterborough	141.9	140.0	144.6	134.26	132.55	
Sarnia	133.8	136.6	145.5	165.80	164.82	
Sault Ste. Marie	128.1	130.3	71.2	153.06	150.72	
Sudbury	133.2	135.7	56.3	158.94	157.81	
St. Catharines	117.4	143.8	148.9	136.50	145.68	
Timmins	72.3	75.2	72.9	120.68	116.00	
Toronto	136.0	135.9	137.3	136.85	135.75	
Welland	117.3	117.1	101.7	151.98	153.69	
Windsor	152.4	156.6	162.6	154.65	157.20	
Winnipeg	123.0	122.8	125.1	111.55	111.63	
Regina	122.1	124.0	127.1	112.09	112.08	
Saskatoon	136.5	139.0	146.6	111.72	109.84	
Calgary	148.5	149.8	152.6	130.48	130.07	
Edmonton	147.5	149.7	149.8	126.62	125.25	
Vancouver	142.4	144.2	143.6	136.23	133.76	
Victoria	130.7	131.2	139.4	118.80	116.36	

* Latest figures subject to revision. Source: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

C-3—Estimates of Employees by Industry, Provinces and Canada

	Forestry	Mines, Quarries and Oil Wells	Manufacturing: Non durables	Manufacturing: Durables	Construction	Transportation, Communication and Other Utilities	Trade	Finance, Insurance and Real Estate	Community, Business and Personal Services: Non commercial Sector‡	Community, Business and Personal Services: Commercial Sector**	Public Administration and Defence††	Total Specified Industries
						(in thousands)						
ember 1970*	—	128.6	862.0	779.3	362.5	—	1,086.4	305.6	1,199.7	711.1	451.4	6,593.8
ust 1970*	63.5	129.4	865.7	806.5	361.1	658.5	1,085.0	310.2	1,079.4	704.6	447.0	6,528.7
ember 1969†	80.3	114.2	902.0	820.7	432.0	685.7	1,093.4	301.3	1,109.9	720.0	433.6	6,702.2
UNDLAND												
ust 1970*	3.1	6.2	11.6	2.4	9.3	15.7	18.1	2.3	19.9	9.7	9.3	107.5
1970*	3.0	6.1	12.7	2.0	9.3	15.0	18.7	2.3	19.9	9.8	9.5	108.4
ust 1969†	2.8	5.4	12.3	2.1	10.6	14.8	18.2	2.3	22.0	9.5	8.8	108.9
C EDWARD												
N												
ust 1970*	0.1	—	2.9	0.4	1.7	3.3	4.4	0.6	5.3	2.4	2.9	24.1
1970*	0.1	—	2.8	0.4	1.9	3.3	4.5	0.6	5.2	2.4	3.0	24.3
ust 1969†	0.1	—	2.8	0.5	2.3	3.3	4.5	0.6	6.1	2.7	2.4	25.5
SCOTIA												
ust 1970*												
1970*	2.8	5.5	19.3	14.8	14.8	21.2	35.4	7.5	43.0	19.5	23.2	207.2
ust 1969†	3.4	5.6	19.1	14.8	16.7	21.6	36.2	7.6	45.2	19.3	23.5	212.9
	2.6	5.7	20.2	15.7	16.9	23.3	33.9	7.1	40.0	18.2	22.5	206.0
NWICK												
ust 1970*	7.2	2.9	20.3	10.5	11.7	23.4	28.3	4.7	29.6	13.8	13.5	166.0
1970*	7.4	2.8	19.9	10.3	11.8	22.9	26.9	4.7	30.4	13.4	13.6	164.1
ust 1969†	8.7	2.6	21.3	11.9	13.1	21.4	26.6	4.7	29.8	11.5	12.8	164.4
'EC												
ust 1970*	26.5	27.0	337.7	203.1	94.1	182.1	269.4	87.5	272.6	190.9	113.2	1,804.1
1970*	26.6	27.2	325.1	193.4	84.8	181.5	270.7	87.1	273.7	191.3	112.4	1,773.7
ust 1969†	26.2	26.6	340.1	204.0	94.9	188.1	269.4	85.1	304.1	185.8	97.5	1,821.9
AIO												
ust 1970*	12.1	37.9	386.7	457.1	168.8	222.3	431.8	135.7	391.4	307.4	185.3	2,736.4
1970*	11.2	37.9	374.8	432.9	164.8	224.3	436.1	133.8	397.1	302.8	189.1	2,704.7
ust 1969†	11.6	25.3	388.5	451.6	170.9	222.6	421.4	132.1	397.0	300.3	178.0	2,699.4
TOBA												
ust 1970*	0.7	8.3	28.2	21.4	20.3	47.6	57.6	13.5	50.9	35.1	22.0	305.6
1970*	0.8	8.3	27.7	21.2	20.2	48.0	56.9	13.7	50.1	34.9	22.4	304.2
ust 1969†	1.2	7.8	29.1	22.9	20.3	48.6	56.3	13.6	48.9	35.0	21.3	304.9
TCHEWAN												
ust 1970*	0.8	5.8	10.6	5.6	13.4	26.0	38.2	7.9	44.2	20.0	20.1	192.7
1970*	1.0	6.0	10.8	5.6	12.2	25.9	37.5	8.0	47.5	20.1	21.1	195.6
ust 1969†	0.6	6.0	10.7	5.8	15.3	27.4	39.6	8.6	46.1	22.1	21.5	203.7
ITA												
ust 1970*	1.9	24.5	28.7	27.1	43.2	55.3	86.2	19.8	92.5	62.4	37.6	479.3
1970*	2.2	24.9	28.6	26.9	43.0	55.3	87.8	20.0	95.9	63.7	37.6	485.8
gust 1969†	2.3	23.6	28.4	27.2	45.6	54.6	87.2	19.1	87.2	63.7	34.8	473.8
H												
UMBIA												
gust 1970*	22.0	12.8	54.8	75.3	36.8	86.2	115.9	33.1	82.4	90.3	42.2	651.8
1970*	20.9	12.9	55.2	74.7	34.5	86.0	115.9	32.8	80.2	90.6	42.9	646.7
gust 1969†	25.4	11.8	57.6	79.6	47.9	85.0	116.3	30.2	97.9	92.7	41.6	685.9

irnary. † Revised. ‡ Refers to employment in hospitals and education and related services, welfare and religious organizations rate households. ** Includes health services (except hospitals); motion picture and recreational services; services to business mant; personal services (except domestic service) and miscellaneous services. †† Excludes non-civilian employees.
960 Standard Industrial Classification.
Estimates of Employees by Province and Industry (DBS Cat. No. 72-008).

Table C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	Employment Index Numbers*			Average Weekly Wages and Salaries		Se
	September 1970	August 1970	September 1969	September 1970	August 1970	
	(1961 = 100)			$	$	
MINING, INCLUDING MILLING	117.0	120.9	101.7	166.62	163.15	
Metals	107.6	110.6	84.8	166.63	163.17	
Mineral fuels	110.6	112.6	100.4	178.18	178.83	
Non-metals except fuels	135.2	145.6	135.8	147.55	140.43	
Quarries and sand pits	111.6	115.1	132.3	146.52	143.73	
Services incidental to mining	174.4	180.7	161.3	174.47	169.48	
MANUFACTURING	123.6	126.4	127.0	134.09	133.05	
Durable goods	131.5	135.7	136.2	145.35	144.47	
Non-durable goods	117.2	118.9	119.5	123.86	122.50	
Food and beverages	117.6	123.4	119.0	117.56	115.39	
Foods	118.2	124.2	119.7	113.46	110.98	
Beverages	113.7	118.1	114.8	144.47	144.63	
Tobacco processing and products	86.4	89.6	87.6	151.41	147.48	
Rubber products	112.0	113.4	120.3	139.02	135.68	
Leather products	92.4	92.4	97.1	88.05	88.20	
Textile products	110.6	114.6	119.3	110.92	111.85	
Knitting mills	111.0	111.4	117.8	86.10	85.05	
Clothing	110.4	111.1	111.9	82.49	82.45	
Wood products	112.2	112.1	114.2	118.72	117.08	
Furniture and fixtures	129.8	129.5	139.7	111.27	110.35	
Paper and allied industries	123.1	119.5	124.3	152.80	150.90	
Printing, publishing and allied industries	116.9	116.8	117.1	139.88	138.41	
Primary metal industries	129.5	132.3	100.5	161.53	160.75	
Metal fabricating industries	136.1	137.0	137.8	145.59	143.29	
Machinery, except electrical	144.2	146.6	154.7	154.72	153.26	
Transportation equipment	130.0	150.0	162.4	158.63	158.80	
Electrical products	145.5	144.8	153.2	137.34	135.81	
Non-metallic mineral products	118.6	118.6	125.9	146.71	143.02	
Petroleum and coal products	107.3	109.7	103.1	193.54	191.95	
Chemicals and chemical products	120.2	120.7	120.8	149.49	150.65	
Miscellaneous manufacturing industries	154.6	155.0	157.3	114.97	113.72	
CONSTRUCTION	127.8	127.2	134.8	177.26	174.55	
Building	135.6	134.0	144.1	175.43	172.33	
Engineering	114.4	115.5	118.7	180.99	178.97	
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	115.5	116.7	114.9	144.11	142.68	
Transportation	109.8	111.0	111.1	141.93	141.95	
Storage	113.4	113.6	110.0	131.40	133.60	
Communication	128.2	128.7	123.0	138.26	132.36	
TRADE	139.2	135.9	138.6	101.36	101.97	
Wholesale trade	133.4	133.5	131.4	127.90	127.13	
Retail trade	142.3	137.3	142.5	87.71	88.55	
FINANCE, INSURANCE AND REAL ESTATE	143.1	144.4	140.0	121.50	121.54	
Financial institutions	147.2	149.0	145.0	119.19	118.03	
Insurance and real estate	137.6	138.1	133.2	124.82	126.63	
SERVICE	182.8	187.9	179.2	91.56	90.93	
Recreational services	168.5	187.6	167.1	85.75	85.31	
Business services	196.6	195.3	195.0	142.88	143.34	
Personal services	168.3	169.7	165.7	67.41	67.75	
Miscellaneous services	223.6	238.6	212.4	94.95	91.73	
INDUSTRIAL COMPOSITE	129.4	130.9	130.3	128.97	128.11	

* Latest figures subject to revision.

Note: Information for other industries is given in Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

C-5—Hours and Earnings, Hourly Rated Wage Earners, by Industry

	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Sept. 1970	Aug. 1970	Sept. 1969	Sept. 1970	Aug. 1970	Sept. 1969	Sept. 1970	Aug. 1970	Sept. 1969
				$	$	$	$	$	$
i, INCLUDING MILLING	41.2	40.7	41.6	3.75	3.68	3.25	154.38	149.72	135.24
ils	40.5	40.1	41.1	3.86	3.78	3.33	156.29	151.55	136.85
eral fuels	42.3	42.6	41.8	3.56	3.57	2.97	150.70	152.05	123.81
-metals, except fuels	41.1	39.6	42.0	3.42	3.32	3.15	140.48	131.69	132.12
ries and sand pits	45.7	47.2	47.4	3.00	2.95	2.84	137.16	139.08	134.91
ices incidental to mining	42.1	40.2	40.4	4.05	4.10	3.55	170.24	164.76	143.09
ACTURING	40.1	39.9	40.7	3.03	3.02	2.82	121.21	120.57	114.89
able goods	40.7	40.3	41.6	3.28	3.30	3.05	133.41	133.16	126.95
-durable goods	39.5	39.5	39.9	2.78	2.75	2.59	109.80	108.56	103.38
d and beverages	39.5	39.7	40.1	2.67	2.62	2.43	105.64	103.86	97.37
Foods	39.5	39.5	40.0	2.58	2.53	2.35	101.96	100.01	94.05
Beverages	40.0	40.8	40.5	3.37	3.34	3.10	134.81	136.14	125.57
acco processing and products	37.2	37.5	37.9	3.78	3.65	3.41	140.43	137.12	129.35
ber products	41.8	40.6	41.4	3.13	3.09	2.97	130.89	125.55	122.96
her products	38.6	39.0	38.3	2.05	2.04	1.92	79.25	79.42	73.40
ile products	40.8	40.4	41.2	2.35	2.41	2.27	95.83	97.56	93.56
Miscellaneous textiles	39.6	40.9	41.8	2.35	2.74	2.55	92.89	112.12	106.58
ting mills	41.3	41.3	40.5	1.83	1.83	1.74	75.58	75.41	70.44
hing	36.5	36.9	36.5	2.03	2.02	1.90	73.88	74.42	69.28
od products	39.2	38.6	39.6	2.86	2.84	2.76	112.26	109.64	109.21
niture and fixtures	41.4	41.4	42.7	2.44	2.42	2.27	100.96	100.28	97.24
r and allied industries	40.6	40.7	41.2	3.51	3.44	3.32	142.65	140.23	137.01
Pulp and paper mills	40.2	40.7	41.4	3.79	3.71	3.63	152.60	151.22	150.17
ting, publishing and allied industries	37.8	37.2	38.3	3.65	3.65	3.38	138.08	135.78	129.55
mary metal industries	40.5	40.6	41.0	3.73	3.71	3.37	150.89	150.67	138.04
Iron and steel mills	39.5	39.8	40.4	3.97	3.97	3.56	156.70	157.86	144.03
al fabricating industries	41.3	41.0	41.7	3.35	3.31	3.05	138.57	135.82	127.09
hinery, except electrical	41.3	40.5	41.0	3.47	3.44	3.22	143.32	139.41	131.78
nsportation equipment	41.1	40.6	42.8	3.50	3.66	3.40	143.56	148.56	145.31
Aircraft and parts	40.5	38.8	43.1	3.54	3.53	3.41	143.66	136.83	147.07
Motor vehicles	41.0	41.1	42.7	3.65	3.87	3.52	149.52	159.29	150.53
Assembling	41.9	40.9	44.1	4.07	4.28	3.81	170.56	175.08	168.10
Parts and accessories	40.5	41.8	41.7	3.47	3.66	3.33	140.56	152.87	138.87
Shipbuilding and repairing	41.4	38.3	41.5	3.57	3.57	3.36	148.05	136.55	139.49
trical products	39.6	39.1	40.9	2.97	2.95	2.75	117.55	115.35	112.56
Communications equipment	39.6	38.7	40.7	2.87	2.82	2.72	113.80	109.08	110.51
-metallic mineral products	43.0	42.2	43.4	3.25	3.21	3.03	139.71	135.32	131.26
oleum and coal products	42.1	41.8	43.0	4.27	4.25	3.82	179.64	177.90	164.22
mical and chemical products	39.2	40.5	41.0	3.29	3.27	3.04	128.91	132.56	124.54
cellaneous manufacturing industries	40.9	40.3	40.7	2.41	2.40	2.26	98.44	96.92	92.14
RUCTION	41.4	41.7	42.0	4.28	4.18	3.78	177.06	174.35	158.81
ding	39.1	39.3	39.8	4.47	4.37	3.94	174.84	171.95	157.03
General contractors	39.6	39.8	40.3	4.29	4.15	3.88	169.93	165.09	156.67
Special trade contractors	38.8	39.0	39.4	4.60	4.54	3.99	178.51	177.02	157.32
neering	46.1	46.4	46.6	3.94	3.86	3.49	181.58	179.14	162.52
Highways, bridges and streets	46.5	48.0	48.6	3.34	3.28	3.04	155.18	157.54	147.49
Other engineering	45.6	44.5	44.4	4.63	4.57	4.02	210.91	203.49	178.71
INDUSTRIES									
an transit	42.3	41.8	41.4	3.71	3.77	3.49	156.91	157.66	144.42
nway and bridge maintenance	37.8	37.8	37.6	2.67	2.63	2.52	101.09	99.51	94.69
ndries, cleaners and pressers	37.1	37.2	37.5	1.75	1.73	1.64	65.05	64.50	61.33
els, restaurants and taverns	32.0	33.4	31.9	1.77	1.74	1.64	56.47	58.25	52.47

ures subject to revision.
Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

Table C-6—Hours and Earnings, Hourly Rated Wage Earners in Manufacturing

Year and Month	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numb Average We Wages (1961 = 100 Current Dollars
Average		$	$	
1965	41.0	2.12	86.94	116.8
1966	40.8	2.25	91.65	123.1
1967	40.3	2.40	96.84	130.1
1968	40.3	2.58	104.00	139.7
1969	40.0	2.79	111.72	150.1
Last Pay Period in				
1969—September	40.7	2.82	114.89	154.3
October	40.4	2.84	114.87	154.3
November	40.4	2.88	116.18	156.1
December	37.2	2.92	108.68	146.0
1970—January	39.8	2.92	116.30	156.2
February	40.0	2.93	117.36	157.6
March	39.5	2.96	117.14	157.3
April	39.8	2.99	118.84	159.6
May	40.0	2.99	119.69	160.8
June	40.1	3.01	120.65	162.1
July	39.3	3.00	118.06	158.6
August*	39.9	3.02	120.57	161.9
September†	40.1	3.03	121.21	163.7

* Revised. † Preliminary.
Note: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current doll Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see Man-Hours and Hourly Earni
Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

Table C-7—Hours and Earnings in Manufacturing, Hourly Rated Wage Earners, by Province

	Average Weekly Hours			Average Hourly Earnin	
	September 1970	August 1970	September 1969	September 1970	August 1970
				$	$
Newfoundland	39.1	38.7	41.5	2.49	2.45
Nova Scotia	38.9	39.0	40.5	2.47	2.45
New Brunswick	40.8	39.3	40.0	2.49	2.35
Québec	40.8	40.8	41.5	2.70	2.68
Ontario	40.3	40.1	40.9	3.20	3.22
Manitoba	39.2	39.4	39.8	2.78	2.75
Saskatchewan	39.2	39.3	40.2	3.23	3.13
Alberta	39.1	39.1	39.7	3.25	3.21
British Columbia	36.7	36.2	37.6	3.69	3.66

* Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave, if paid through payroll but not if insurance plan, incentive bonus but not annual bonus.
Note: Information on hours and earnings by cities obtainable from Man-Hours and Hourly Earnings, DBS. Latest figures subject t
Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

Unemployment Insurance

...ment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact ...Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment ...and Manpower Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is The Statistical ... the Operation of the Unemployment Insurance Act (DBS Cat. No. 73-001). For further information regarding the nature of ...e Technical Note, page 149, February 1971 issue.

...1—Estimates of the Insured Population ...he Unemployment Insurance Act

	Total	Employed	Claimants
...tember....	5,609,000	5,217,900	391,100
...gust.....	5,667,000	5,258,300	408,700
...y	5,617,000	5,177,600	439,400
...e.....	5,672,000	5,230,100	441,900
...y.....	5,607,000	5,101,600	505,400
...ril.....	5,719,000	5,028,300	690,700
...rch.....	5,718,000	5,012,900	705,100
...ruary.....	5,707,000	5,012,600	694,400
...uary.....	5,676,000	5,016,500	659,500
...cember....	5,638,000	5,101,300	536,700
...vember....	5,596,000	5,246,800	349,200
...tober.....	5,518,000	5,238,000	280,000
...tember....	5,518,000	5,258,400	259,600

Table E-4—Benefit Payments, by Province, October 1970

Province	Weeks Paid	Amount of Benefit Paid
Newfoundland	22,863	754,637
Prince Edward Island	3,059	92,675
Nova Scotia	36,295	1,152,897
New Brunswick	29,138	909,853
Québec	373,640	12,644,997
Ontario	427,969	15,093,849
Manitoba	35,300	1,168,445
Saskatchewan	23,332	755,695
Alberta	55,139	1,897,645
British Columbia	159,078	5,894,677
Total, Canada, October 1970	1,165,813	40,365,370
Total, Canada, September 1970	1,106,000	37,737,000
Total, Canada, October 1969	784,836	25,526,510

...-3—Number of Initial and Renewal Claims Filed in Local Offices in each Province

...ce	October 1970			October 1969		
	Total*	Initial	Renewal	Total	Initial	Renewal
...a	142,080	99,812	42,268	124,200	89,301	34,899
...undland	3,605	2,623	982	4,006	2,791	1,215
...Edward Island	354	261	93	366	274	92
...Scotia	4,082	3,006	1,076	5,308	3,449	1,859
...nswick	4,351	3,311	1,040	4,939	3,589	1,350
...c	43,419	30,734	12,685	39,964	28,179	11,785
...io	49,016	34,194	14,822	38,279	28,158	10,121
...oba	4,727	3,417	1,310	3,924	2,844	1,080
...tchewan	3,703	2,705	998	4,135	2,943	1,192
...a	8,560	6,070	2,490	5,185	3,841	1,344
...Columbia	20,263	13,491	6,772	18,094	13,233	4,861

...ction, revised claims received numbered 45,602.

Table E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at October 30, 1970

Province and sex	Total Claimants	Number of weeks on claim (based on 10 per cent sample) 1-4	5-13	14-26	27 or more*
Canada	398,697	149,201	95,763	77,907	75,826
Male	240,766	100,338	56,941	42,556	40,931
Female	157,931	48,863	38,822	35,351	34,895
NEWFOUNDLAND	8,301	3,362	2,127	1,585	1,227
Male	6,125	2,818	1,409	1,041	857
Female	2,176	544	718	544	370
PRINCE EDWARD ISLAND	1,009	345	249	226	189
Male	582	204	146	145	87
Female	427	141	103	81	102
NOVA SCOTIA	11,988	3,835	2,518	1,918	3,717
Male	7,980	2,713	1,676	1,197	2,394
Female	4,008	1,122	842	721	1,323
NEW BRUNSWICK	10,507	3,938	2,195	1,720	2,654
Male	6,612	2,380	1,455	1,058	1,719
Female	3,895	1,558	740	662	935
QUÉBEC	127,489	47,454	34,904	26,632	18,499
Male	79,319	32,521	21,416	15,071	10,311
Female	48,170	14,933	13,488	11,561	8,188
ONTARIO	140,781	52,924	34,422	29,146	24,289
Male	77,354	33,262	18,565	13,924	11,603
Female	63,427	19,662	15,857	15,222	12,686
MANITOBA	13,953	5,417	3,488	1,822	3,226
Male	8,201	3,691	2,050	902	1,558
Female	5,752	1,726	1,438	920	1,668
SASKATCHEWAN	9,481	3,768	2,102	1,323	2,288
Male	5,769	2,654	1,211	692	1,212
Female	3,712	1,114	891	631	1,076
ALBERTA	21,517	9,029	3,741	3,694	5,053
Male	13,177	6,193	2,240	2,109	2,635
Female	8,340	2,836	1,501	1,585	2,418
BRITISH COLUMBIA	53,671	19,129	10,017	9,841	14,684
Male	35,647	13,902	6,773	6,417	8,555
Female	18,024	5,227	3,244	3,424	6,129

* The bulk of the cases in this group were on claim from 27-39 weeks.
Note: Values less than 50 subject to relatively large sampling variability.

ices

1—Total and Main Components of the Consumer Price Index

	Total	Food	Housing	Clothing	Trans-portation	Health and Personal Care	Recrea-tion and Reading	Tobacco and Alcohol
				(1961 = 100)				
r	107.4	109.6	105.8	107.9	104.8	113.0	105.6	105.1
r	111.4	116.6	108.7	112.0	107.3	116.5	108.6	107.6
r	115.4	118.1	113.4	117.6	111.8	122.5	114.1	110.4
r	120.1	122.0	118.6	121.1	114.6	127.4	119.7	120.4
r	125.5	127.1	124.7	124.5	120.0	133.6	126.8	125.0
vember	127.4	128.8	126.9	126.3	121.8	136.4	128.5	126.3
ember	127.9	129.8	127.6	126.4	122.0	136.8	128.1	126.3
uary	128.2	130.1	128.1	125.5	122.7	136.8	128.0	126.5
ruary	128.5	131.3	128.3	125.1	123.5	137.7	129.0	126.5
rch	128.9	130.5	129.2	126.0	124.0	137.7	129.5	126.5
il	129.7	131.5	129.8	126.8	124.6	139.3	129.6	126.5
y	129.6	130.3	130.4	126.8	124.8	139.8	130.1	126.5
e	129.9	130.9	130.7	126.9	125.1	139.8	130.3	126.5
y	130.5	131.6	131.5	126.9	125.2	139.8	132.4	126.5
gust	130.5	131.9	131.5	126.2	125.3	140.2	132.5	126.4
tember	130.2	130.0	131.8	127.0	125.3	140.1	133.0	126.4
ober	130.3	128.5	132.8	128.2	125.2	141.2	133.1	126.4
vember	130.3	127.5	133.3	128.4	125.8	140.8	133.7	126.4
				(1949 = 100)				
vember	168.3*							

terim period the all-items index only will be published on both the 1961 and the 1949 base.
weighted. Calculated by the Prices Division, DBS.

-2—Consumer Price Indexes for Regional Cities of Canada—November, 1970

	All-Items			Food	Housing	Clothing	Trans-porta-tion	Health and Personal Care	Re-crea-tion and Reading	Tobacco and Alco-hol
	Nov. 70	Oct. 70	Nov. 69							
					(1961 = 100)					
, Nfld.	121.0	121.2	120.0	117.2	116.0	131.1	116.7	135.4	117.2	143.9
	124.8	124.3	122.0	127.6	119.4	126.1	119.8	144.0	131.2	127.6
n	123.9	123.4	121.5	128.7	116.4	128.7	121.1	136.1	131.0	126.3
	124.1	123.6	122.8	123.3	117.6	125.6	125.9	133.0	140.4	128.2
	127.6	127.5	125.4	127.2	121.7	131.9	126.7	142.4	136.9	131.9
	127.3	127.1	126.1	126.2	121.6	131.2	132.1	141.2	129.1	130.2
	126.9	127.1	125.4	127.5	116.5	135.6	129.9	148.4	136.5	128.6
n-Regina	121.8	122.1	121.3	126.6	114.3	129.2	117.7	128.5	130.7	122.1
n-Calgary	126.1	125.7	123.2	129.8	119.4	128.0	122.2	145.2	135.7	124.1
r	123.9	123.3	120.1	128.2	118.6	128.7	123.7	135.4	125.2	113.4

exes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as ties.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Depar Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work st Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

Table G-1—Strikes and Lockouts, 1965-1970

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month: Strikes and Lockouts	Strikes and Lockouts in Existence During Month: Workers Involved	Duration in Ma: Man-Days	Pe E
1965	478	501	171,870	2,349,870	
1966	582	617	411,459	5,178,170	
1967	498	522	252,018	3,974,760	
1968	559	582	223,562	5,082,730	
1969	566	595	306,799	8,057,060	
*1969—December	19	67	11,719	138,290	
*1970—January	17	57	8,428	102,840	
February	34	70	13,551	120,990	
March	31	68	16,619	166,060	
April	52	97	50,469	633,900	
May	54	101	88,938	1,263,830	
June	23	94	72,736	1,112,920	
July	52	119	98,037	1,153,680	
August	38	111	70,835	675,320	
September	26	73	45,437	637,850	
October	21	77	44,111	780,070	
November	29	72	39,678	724,190	
December	8	54	34,445	432,830	

*Preliminary.

Table G-2—Strikes and Lockouts, by Industry, December 1970, (Preliminary)

Industry	In Effect During Month: Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	—	—	—	—
Mines	—	—	—	—
Manufacturing	3	32	32,685	407,090
Construction	1	2	129	2,580
Transportation and utilities	—	5	1,157	17,600
Trade	2	8	178	2,970
Finance	—	—	—	—
Service	2	7	296	2,590
Public administration	—	—	—	—
ALL INDUSTRIES	8	54	34,445	432,830

Table G-3—Strikes and Lockouts, by Jurisc December 1970, (Preliminary)

Jurisdiction	In Effect During: Number Beginning During Month	Strikes and Lockouts	Workers Involved
Newfoundland	1	1	65
Prince Edward Island	—	—	—
Nova Scotia	—	1	64
New Brunswick	—	—	—
Quebec	1	9	2,884
Ontario	4	25	29,708
Manitoba	—	1	750
Saskatchewan	—	—	—
Alberta	—	1	40
British Columbia	2	15	918
Federal	—	1	16
ALL JURISDICTIONS	8	54	34,445

(-4—Strikes and Lockouts Involving 100 or More Workers, December 1970 (Preliminary)

Union	Workers Involved	Duration in Man-Days: Dec.	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
fcturing					
vood of Canada im Lake S/M & vood Div.), B.C.	Woodworkers Loc. 1-424 (AFL-CIO/CLC)	299	990	3,980	Nov. 17 Dec. 7	Renewal of collective agreement —74¢ an hr. increas over 3 years plus any increase that coast union may have received, thus complete parity.
Forest Industries, zie, B.C.	Woodworkers Loc. 1-424 (AFL-CIO/CLC)	190	380	380	Dec. 11 Dec. 16	Alleged grievances over living conditions and shifts scheduling —Return of workers.
G AND PUBLISHING						
ndsor Star, r, Ont.	Three unions (AFL-CIO/CLC)	125	1,750	1,750	Dec. 2 Dec. 18	Wages, vacations, holiday pay, pensions, medical coverage, contract wording—$43. a week increase spread over 3 years.
Y METALS						
um Co. of da Ltd., nd, B.C.	Steelworkers (AFL-CIO/CLC)	100	2,200	4,900	Oct. 23 —	Failure to negotiate a new agreement—
FABRICATING						
r Siddeley Canadian ge Div., or, Ont.	Steelworkers Loc. 2471 (AFL-CIO/CLC)	500	6,500	6,500	Dec. 14 —	Wages, working conditions—
SORTATION EQUIPMENT						
l Motors of Canada, rèse Ouest, Qué.	Auto Workers Loc. 1163 (CLC)	2,300	29,900	156,400	Sept. 14 Dec. 18	Wages, other matters—Wage increases, other improved benefits.
l Motors of Canada bsidiaries, s locations, Ont.	Auto Workers various locals (CLC)	23,500	305,500	1,598,600	Sept. 14 Dec. 18	Wages, other benefits—Wage increases, other improved benefits.
Coach Industries . peg, Man.	Machinists Loc. 1953 (AFL-CIO/CLC)	750	16,500	33,000	Oct. 30 —	Breakdown of negotiations—
ICAL PRODUCTS						
in Mfg. Co. Ltd., Ont.	Machinists Loc. 1246 (AFL-CIO/CLC)	375	4,500	65,270	Apr. 11 Dec. 17	Wages, fringe benefits, grievance procedures, length of agreement —93¢ an hr. increase over 33 month agreement; 3 weeks vacation after 8 years, other improved benefits.
nglis Co. Ltd., Creek, Ont.	Auto Workers Loc. 525 (CLC)	407	3,660	30,530	Aug. 27 Dec. 14	Wages—Return of workers.

Table G-4—Strikes and Lockouts Involving 100 or More Workers, December 1970 (Preliminary) (C

Industry Employer Location	Union	Workers Involved	Duration in Man-Days Dec.	 Accumulated	Starting Date Termination Date	Major Issues Result
Electric Storage Battery, Mississauga, Ont.	I.U.E. Loc. 512 (AFL-CIO/CLC)	180	3,960	12,060	Sept. 28 —	Not reported—
Northern Electric Co. Ltd., Bramalea, Ont.	U.E. Loc. 531 (Ind.)	2,890	11,560	66,470	Nov. 4 Dec. 7	Wages, fringe benefits—16 increase over 30 month c other improved benefits.
MISCELLANEOUS MANUFACTURING						
Johnson, Matthey & Mallory, Etobicoke, Ont.	CLC-directly chartered	300	6,600	9,900	Nov. 16 —	Plant closure clause—
Transportation and Utilities						
TRANSPORTATION						
W. J. Mowat Ltd., Toronto, London and Hamilton, Ont.	Specialized Parcel Delivery & Handlers Union	148	3,260	4,890	Nov. 16 —	Dismissal of an employee
COMMUNICATION						
Québec-Téléphone, Various locations, Québec.	I.B.E.W. Loc. 2200 (AFL-CIO/CLC)	425	1,700	6,380	Nov. 14 Dec. 7	Fringe benefits—9% w crease in 1971, 6% in 197 improvements.
POWER, GAS AND WATER						
Consumers Gas Co. Ltd., Various locations, Ontario.	Chemical Workers Loc. 161 (AFL-CIO/CLC)	560	12,320	18,480	Nov. 16 —	Wages, fringe benefits—
Service						
HEALTH AND WELFARE						
Victoria Hospital, London, Ont.	Service Employees Loc. 220 (AFL-CIO/CLC)	150	150	150	Dec. 14 Dec. 15	Alleged grievances over conditions and the suspe 16 workers—Return of

*Federal jurisdiction.

ada Department of Labour Publications

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onditions in Canadian Industry, 1969. (Bilingual). Price No. L2-15/1969.

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